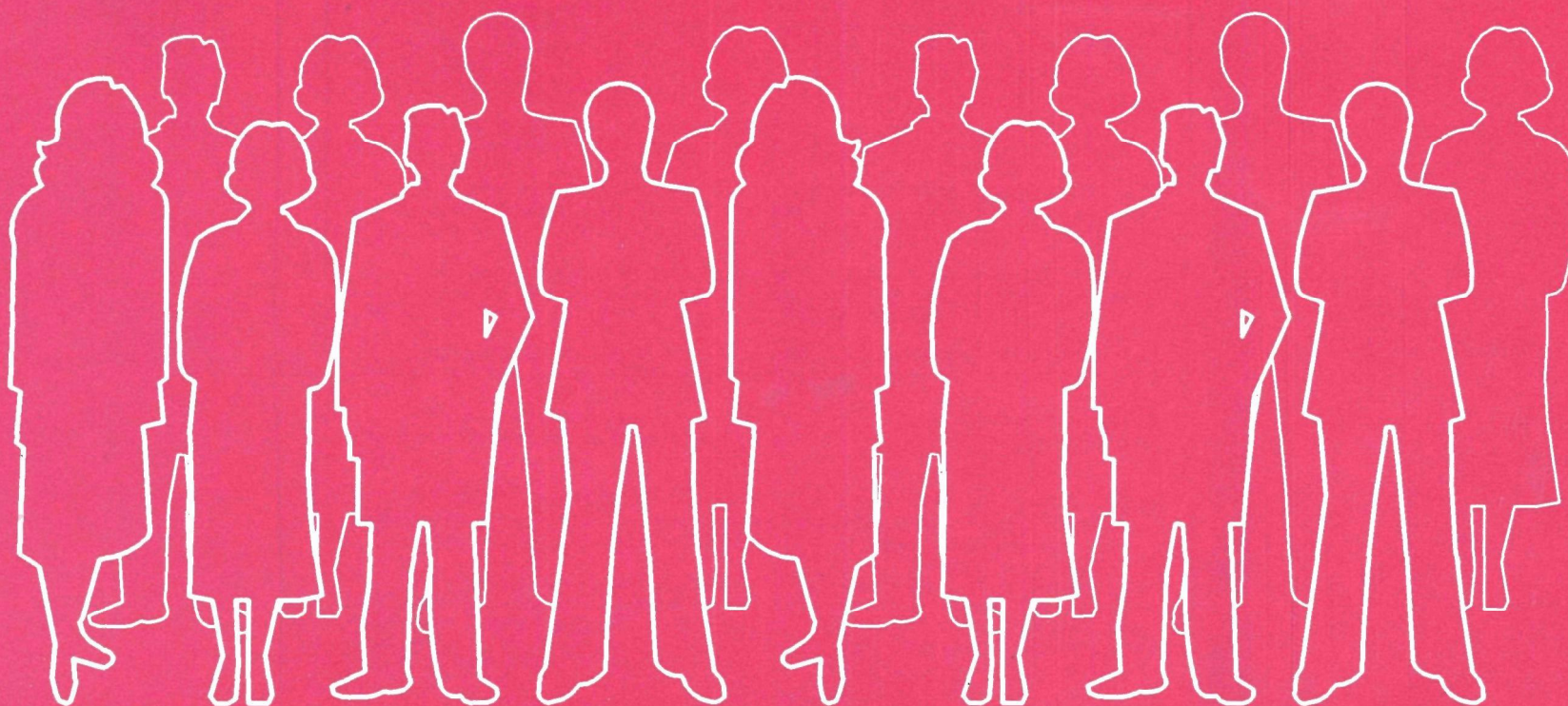


EPA Workforce Snapshots

What Does EPA's Workforce Look Like?



Office of Human Resources Management

December 1989



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

DEC 01 1989

TO: All EPA Supervisors and Managers

OFFICE OF
ADMINISTRATION
AND RESOURCES
MANAGEMENT

I am pleased to present the second edition of the EPA Workforce Snapshots. "Snapshots" contains various profiles of our employees as of the end of FY 89. It includes data on workforce characteristics, hiring and turnover in the Agency. I think you will find "Snapshots" interesting and informative. You may find it useful in quoting workforce statistics in your day-to-day activities and it gives you the opportunity to compare your organization to other EPA organizations.

"Snapshots" is organized into five sections. They are: Population Statistics, Demographics, Awards, Hiring, and Turnover.

The population section presents data on total employment and historical trends and should be useful to you in comparing our workforce today with the past.

The demographics section presents data on average age, length of service, minority/women statistics and education data. In many instances there is also a Government-wide comparison.

The awards section presents data on numbers of awards and amounts of awards by employee groups.

The hiring section presents data on hiring trends and shows the high volume of hiring the Agency has done over the past three years.

The final section on turnover gives you information on EPA's separations, both quits and internal movements. Also, it may be useful to see the losses in particular occupational categories.

We intend to update "Snapshots" annually. We welcome your comments on this issuance and will consider them for future editions. This edition incorporates some of your suggestions from last year. To comment, call or drop a note to Amy Kearns of my staff on 382-3352 or PM-212.

Kenneth F. Dawsey
Director, Office of Human
Resources Management

Table of Contents

<u>Population Data</u>	<u>Page</u>
1970 to 1989 Population Trend	02
DC/Region/Labs Population 1981	03
DC/Region/Labs Population Today	04
EPA Charter Employees	05
Historical Trend Sci/Engrs	06
Historical Trend Sci/Engrs/EPS	07
Historical Trend Sci/Engrs/EPS/Atty	08
 <u>Demographic Data</u>	 <u></u>
Age Distribution - AAships/Regions	11
Age Distribution - Sci/Engrs	12
Average Age EPA Employees	13
Average Age EPA Employees by AAship	14
Average Age EPA Employees by Region	15
Average Age Minorities and Women	16
Average Age Minorities and Women AA/Field/Labs	17
Average Government and EPA Service	18
Retirement Eligibility	19
Retirement Eligibility in Five Years	20
Women in EPA	22
Minorities and Women in EPA	23
Minorities and Women in AAships	24
Minorities and Women in Regions	25
Minorities and Women by AAship	26
Minorities and Women by Region	27

Demographic Data (continued)

Minorities and Women by Grade Range	28
Minorities and Women Sci/Engrs	29
Minorities and Women Sci/Engrs/EPS	30
Minorities and Women Sci/Engrs/EPS/Atty	31
Minorities and Women in Supervisory Positions	32
Supervisors by Pay Plans	33
Grade Distribution	34
Education Levels EPA	36
Education Levels AAship/Regions	37
Academic Disciplines EPA	38
Academic Disciplines AAships	39
Academic Disciplines Regions	40
Major Occupations	41

Awards Data

Cash Award Numbers - AAships	43
Cash Award Numbers - Regions	44
Cash Award Dollars - AAships	45
Cash Award Dollars - Regions	46
PMRS/SES Award Numbers	47
PMRS/SES Award Dollars	48

Hiring Data

Agency Hiring Last Three Years	50
AAship Hiring Last Three Years	51
Regional Hiring Last Three Years	52
Accessions Minorities and Women - Sci/Engrs	53
Accessions Minorities and Women - Sci/Engrs/EPS	54
Accessions Minorities and Women - Sci/Engrs/EPS/Atty	55

Turnover Data

AAship Losses 1989	57
Regional Losses 1989	58
Major Occupation Losses 1989	59
Supervisory Losses 1989	60
Separations Minorities and Women - Sci/Engrs	61
Separations Minorities and Women - Sci/Engrs/EPS	62
Separations Minorities and Women - Sci/Engrs/EPS/Atty	63
Appendix A - List of Acronyms	64

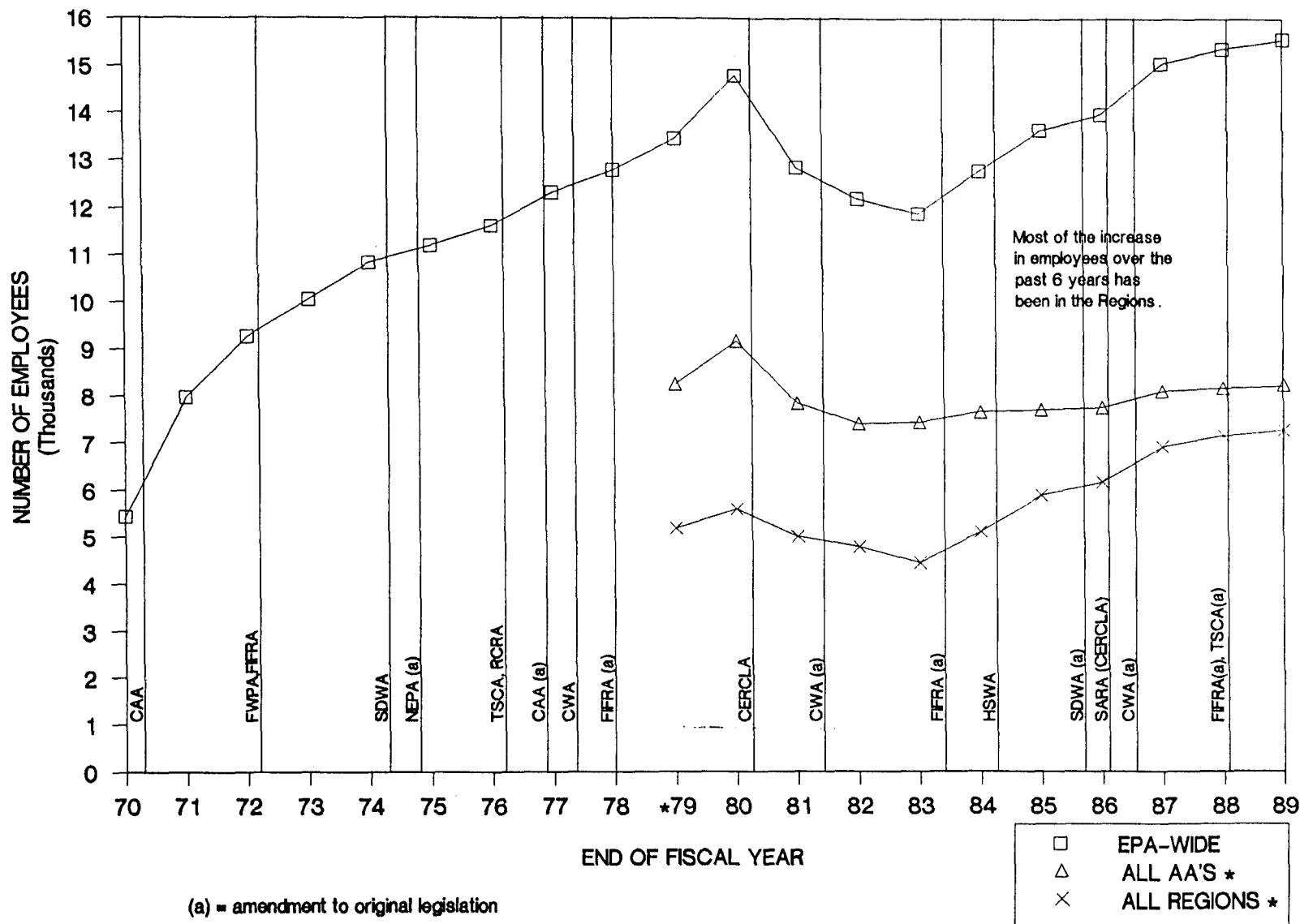
Population Data

The Environmental Protection Agency was established on December 2, 1970. The original staff was transferred from five different agencies – Department of Interior, Department of Health, Education, and Welfare (now Health and Human Services), Department of Agriculture, Food and Drug Administration, and the Atomic Energy Commission. The initial size of EPA was slightly over 5000 employees and as legislation has been enacted, the Agency has grown to nearly 16,000. Included in that figure are approximately 250 Public Health Service Officers on assignment to the Agency.



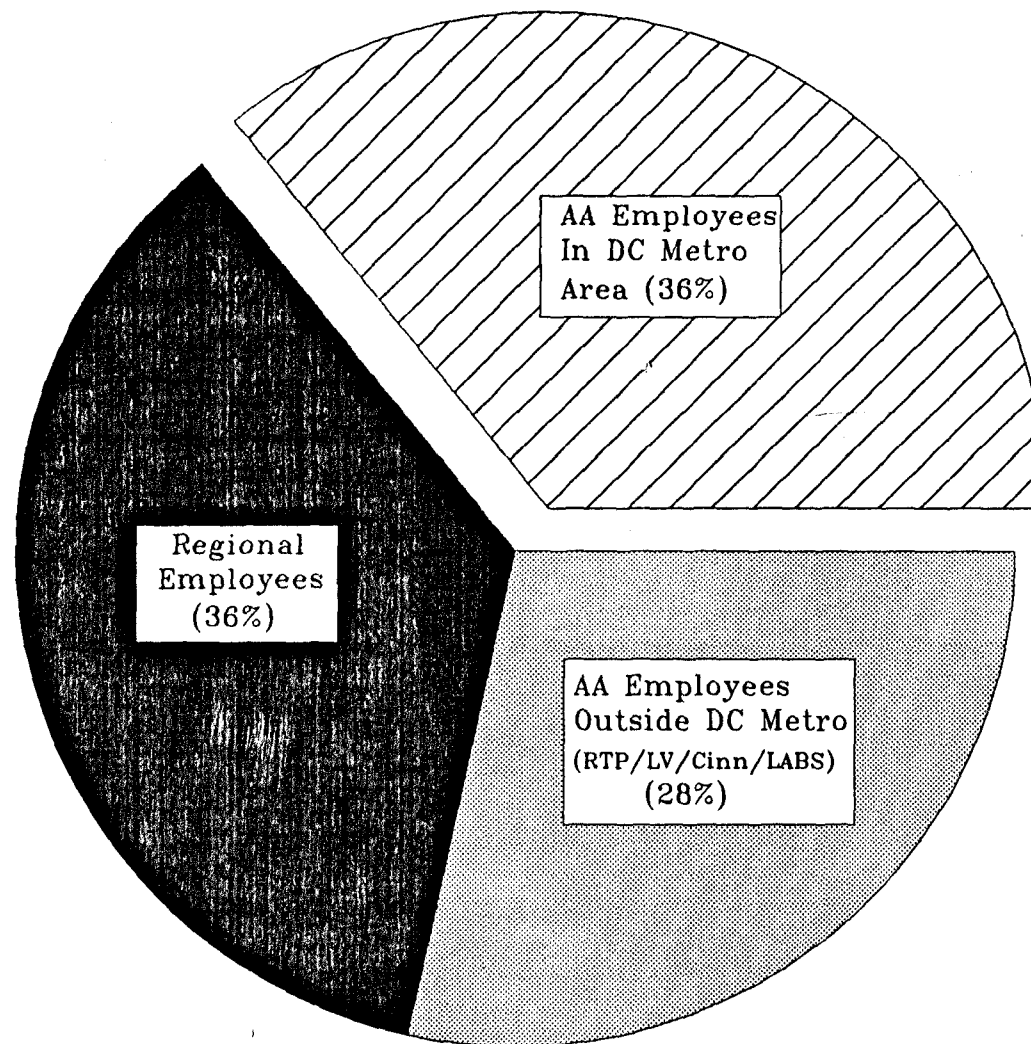
EPA POPULATION - FY'70-89

SHOWING ENACTMENT OF SIGNIFICANT LEGISLATION

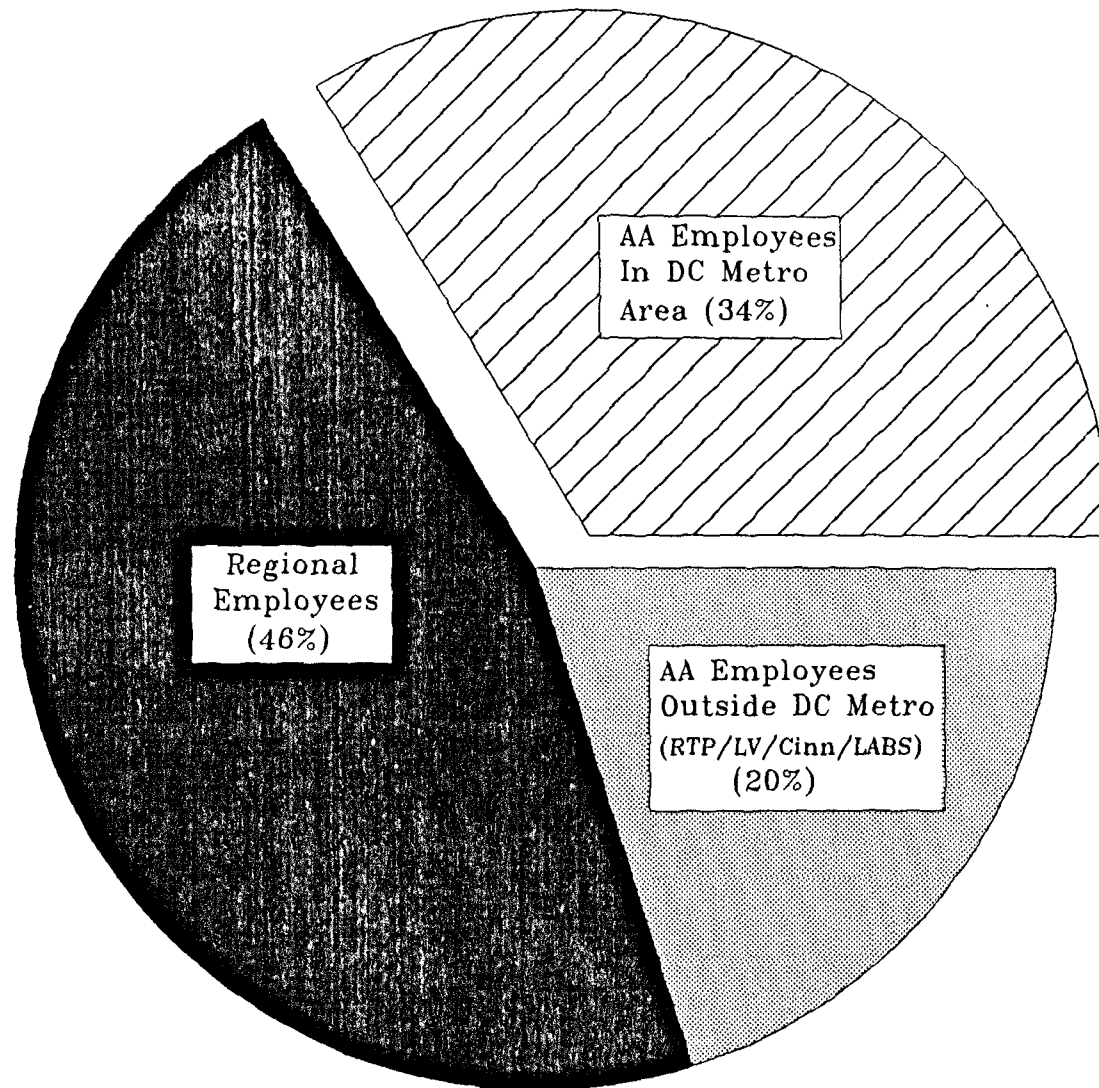


* Applicable breakout of AA's and Regions not available prior to FY'79.

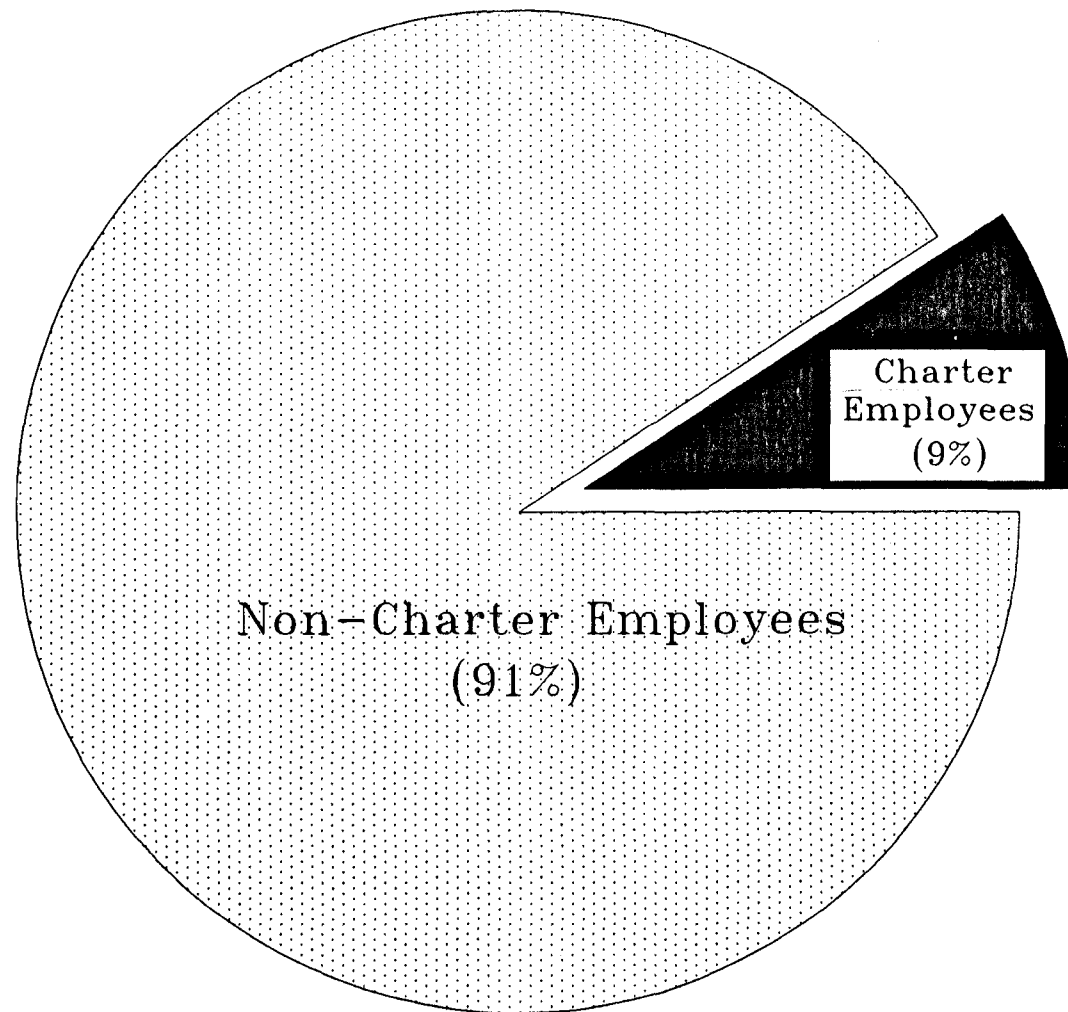
EPA's Population Relative to the D.C. Metro Area As It Looked In January 1981



EPA's Population Relative to the D.C. Metro Area As It Is Today

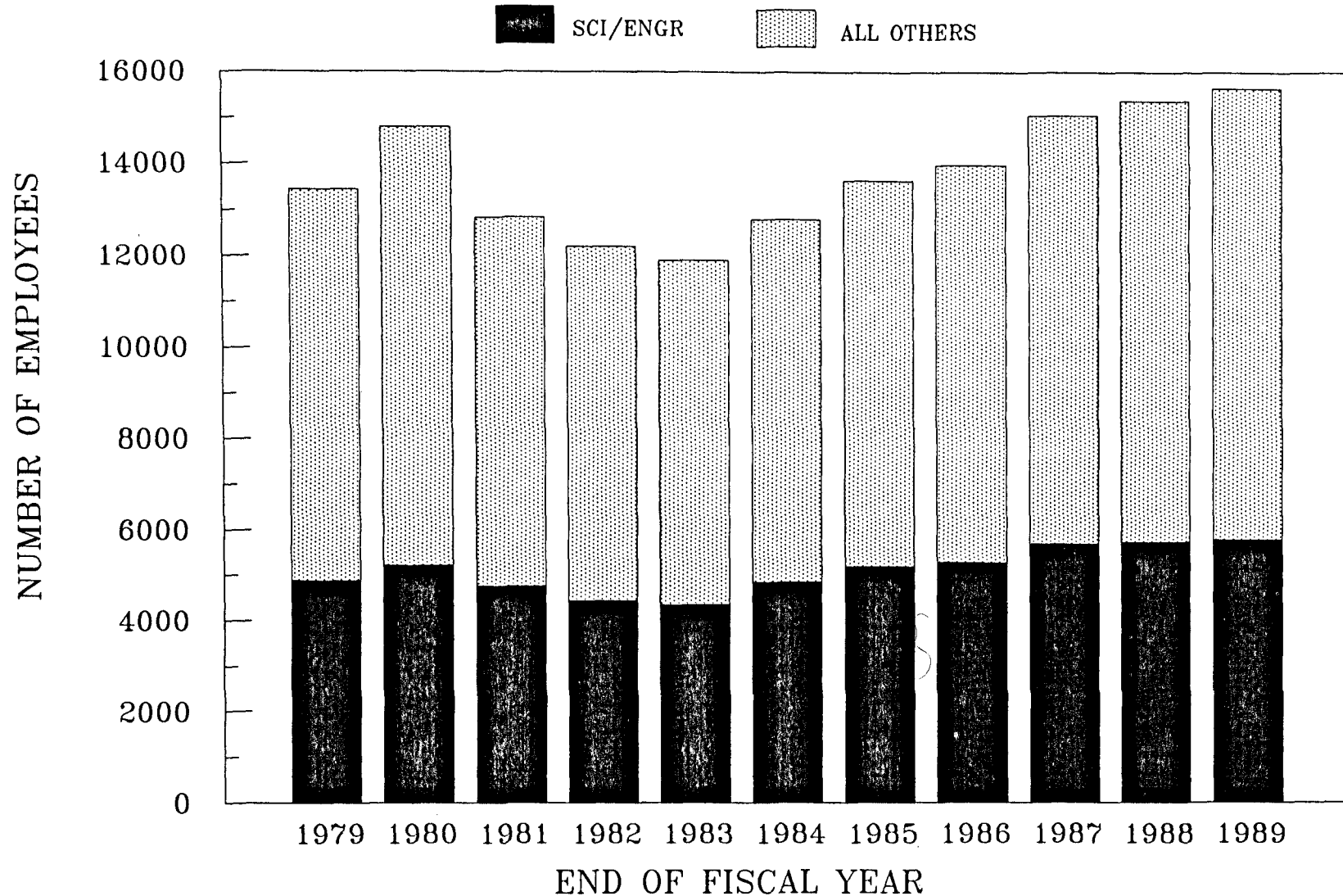


It Has Been Over 19 Years Since EPA Was Established,
24% (1332) of EPA's original workforce is still with the Agency.
They represent 9% of Today's Workforce.

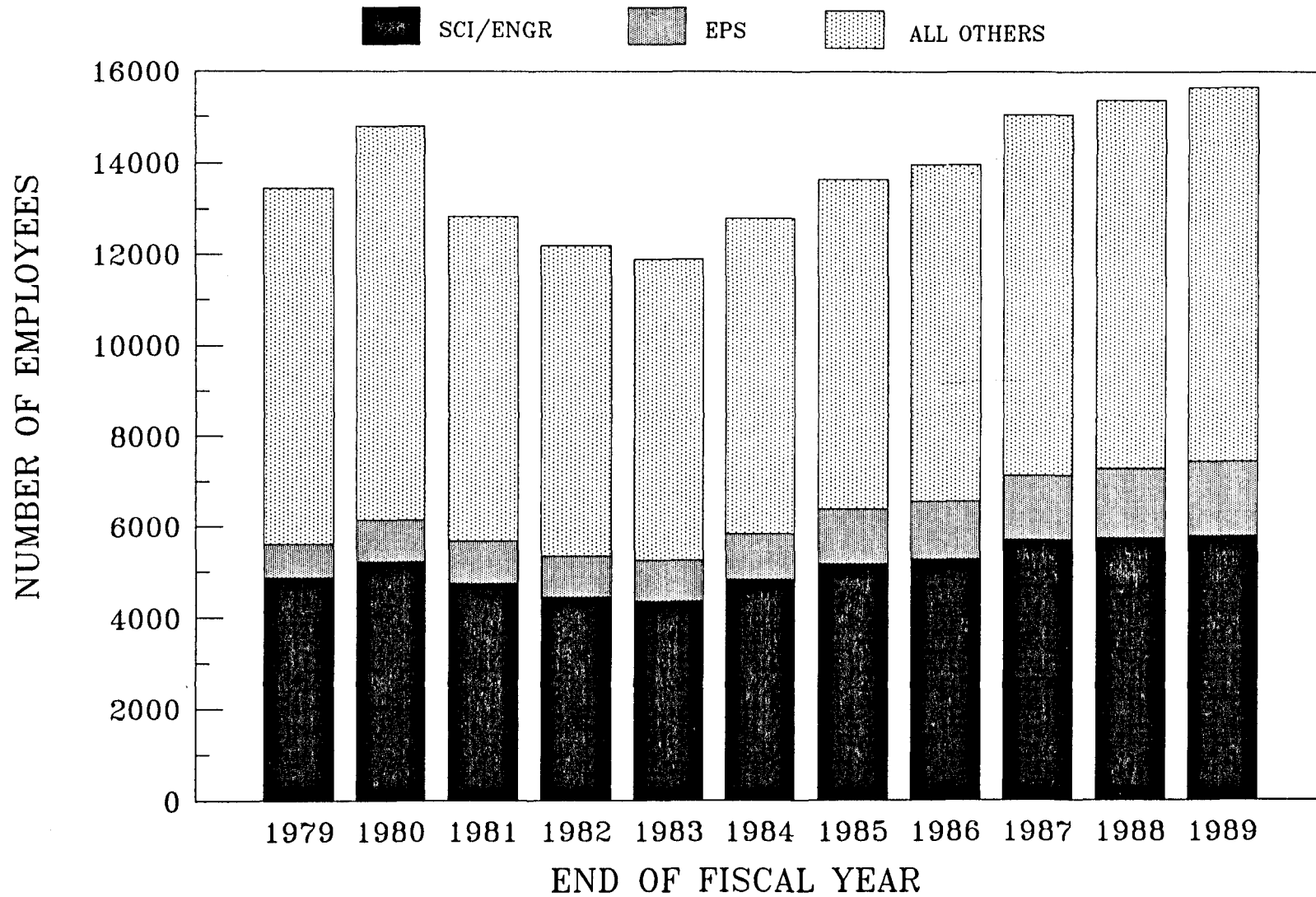


HISTORICAL TREND FOR SCIENTISTS & ENGINEERS

Relatively Stable Compared to Overall EPA Fluctuations

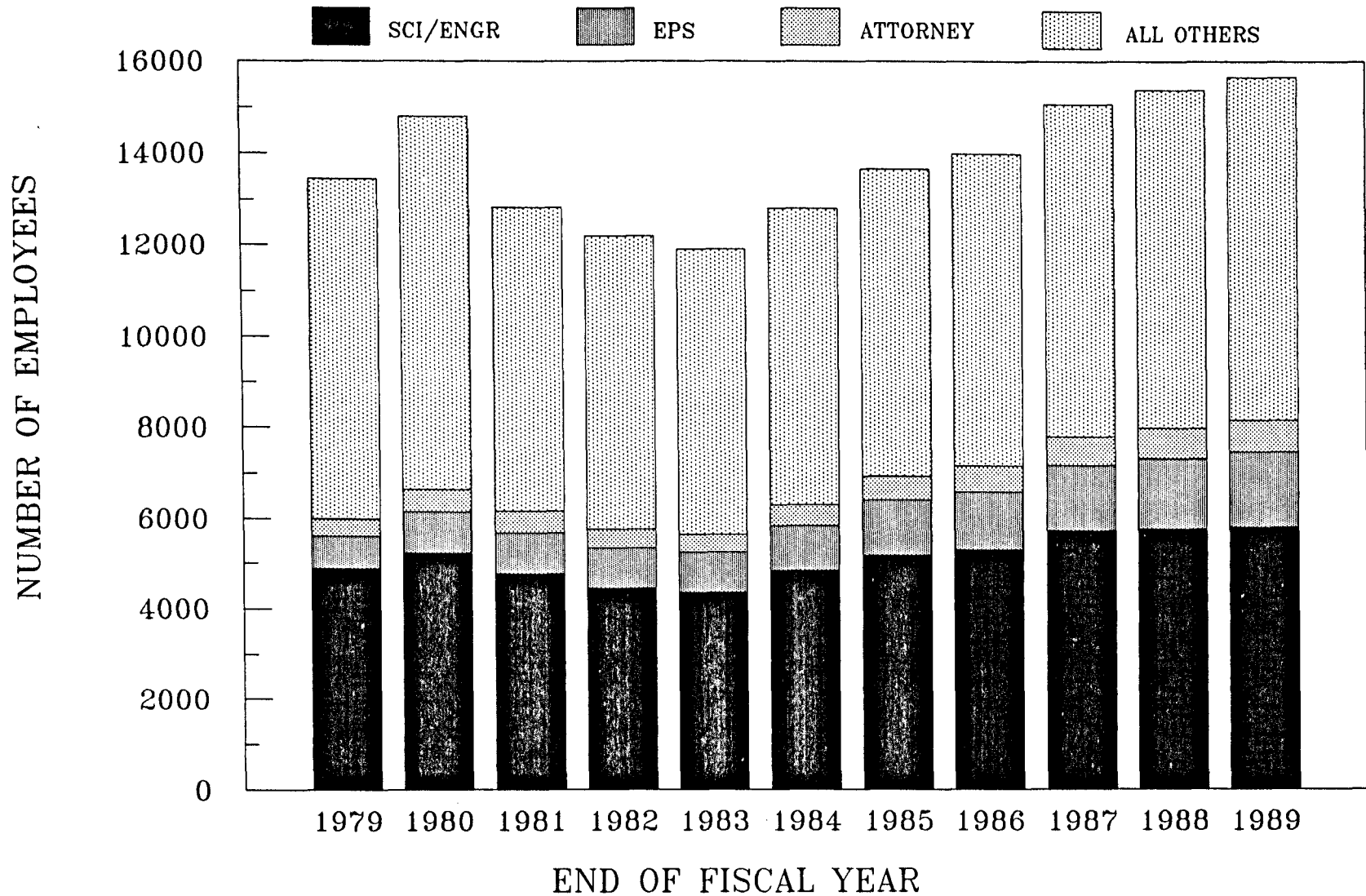


ADDING ENVIRONMENTAL PROTECTION SPECIALISTS TO THE PICTURE Significant Growth in this Occupation over the Last 5 Years



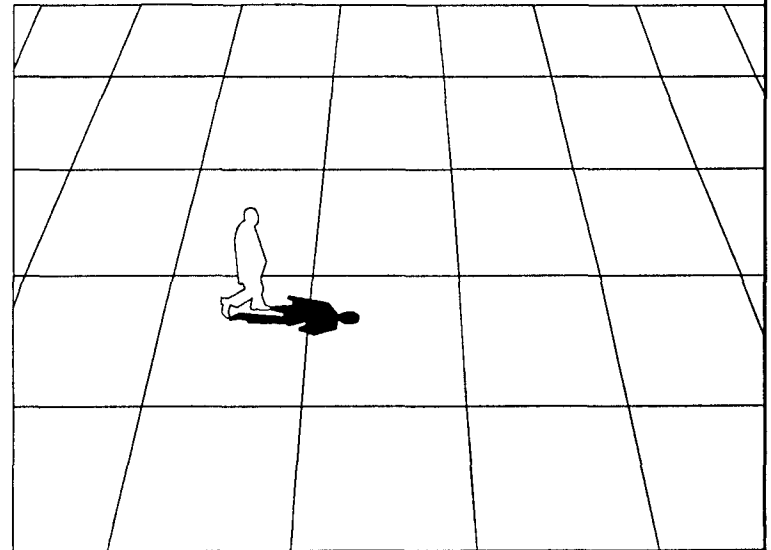
ADDING ANOTHER KEY OCCUPATION --- ATTORNEYS

Gradual Growth during the Last 5 Years

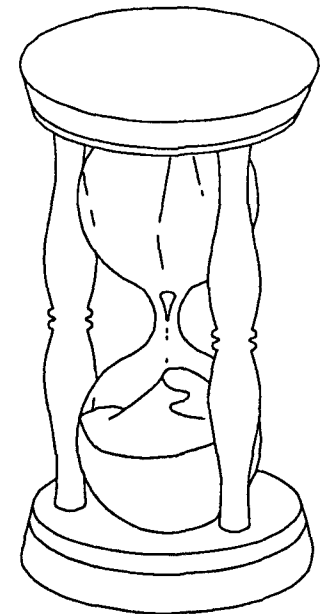


Demographic Data

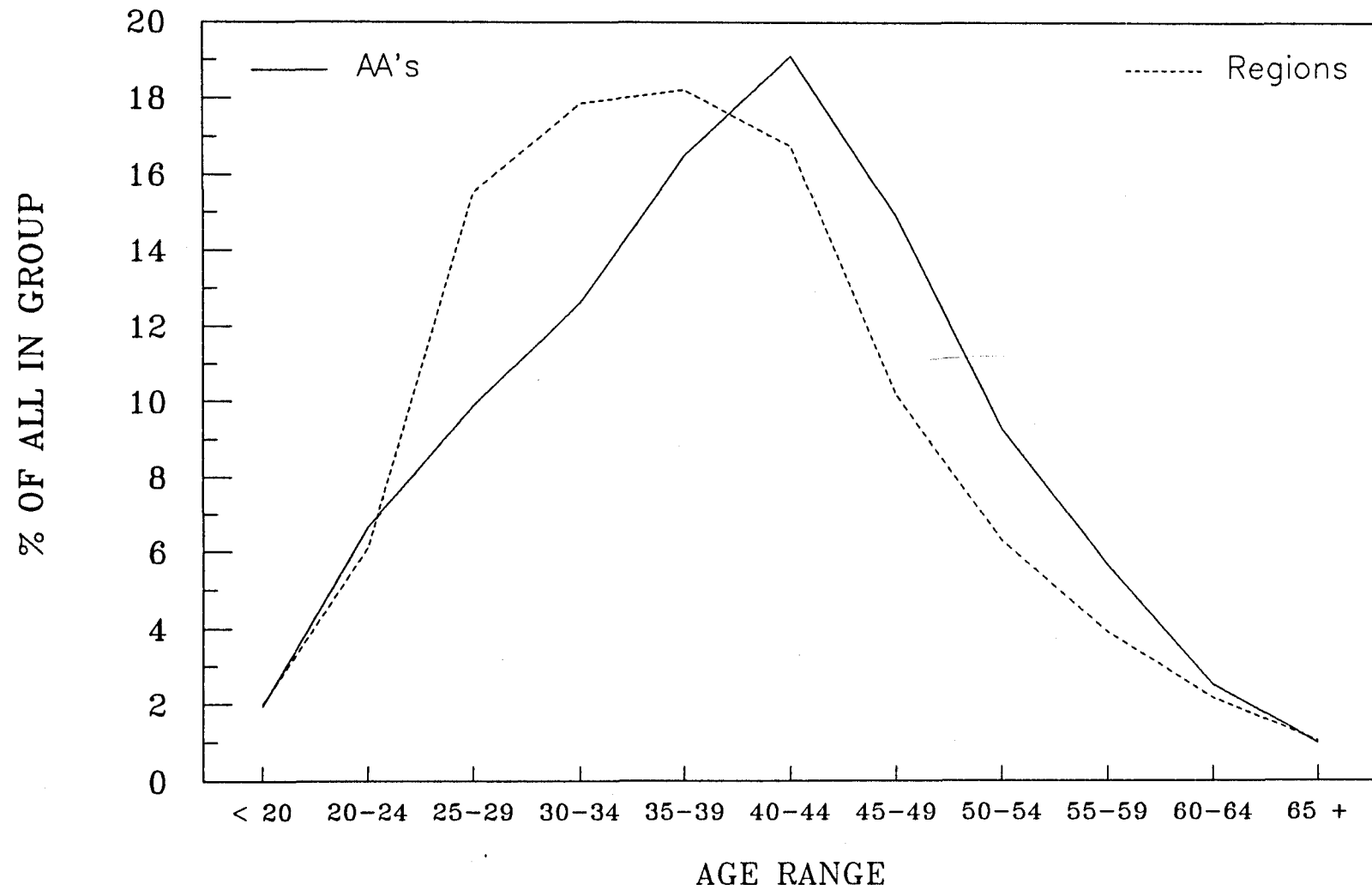
Presented in this section are data on average age, retirement eligibility, minority-women statistics, and education level.



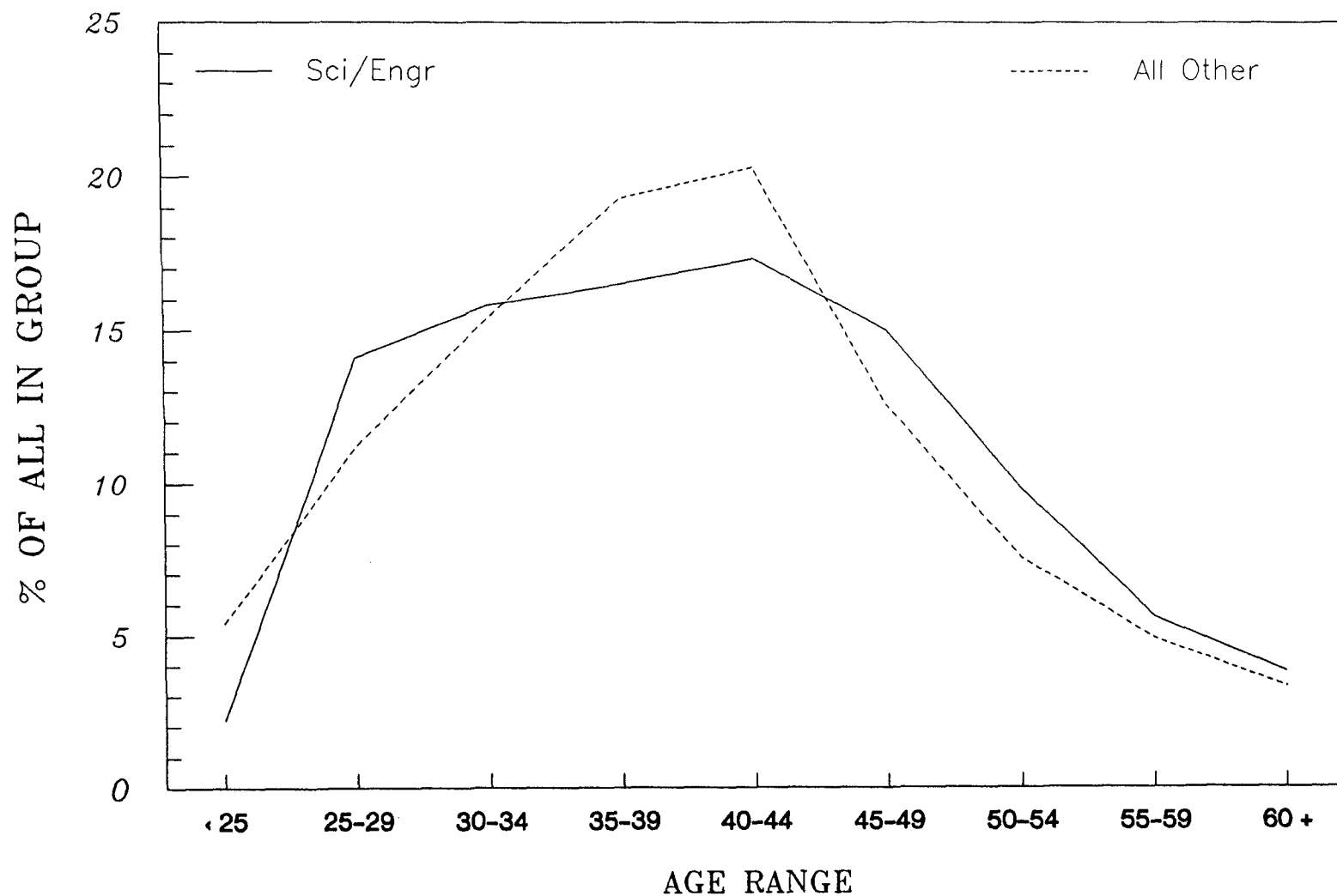
EPA has a relatively young workforce with an average age below the government-wide average. Only a small percentage of our workforce is eligible for retirement now or in the near future.



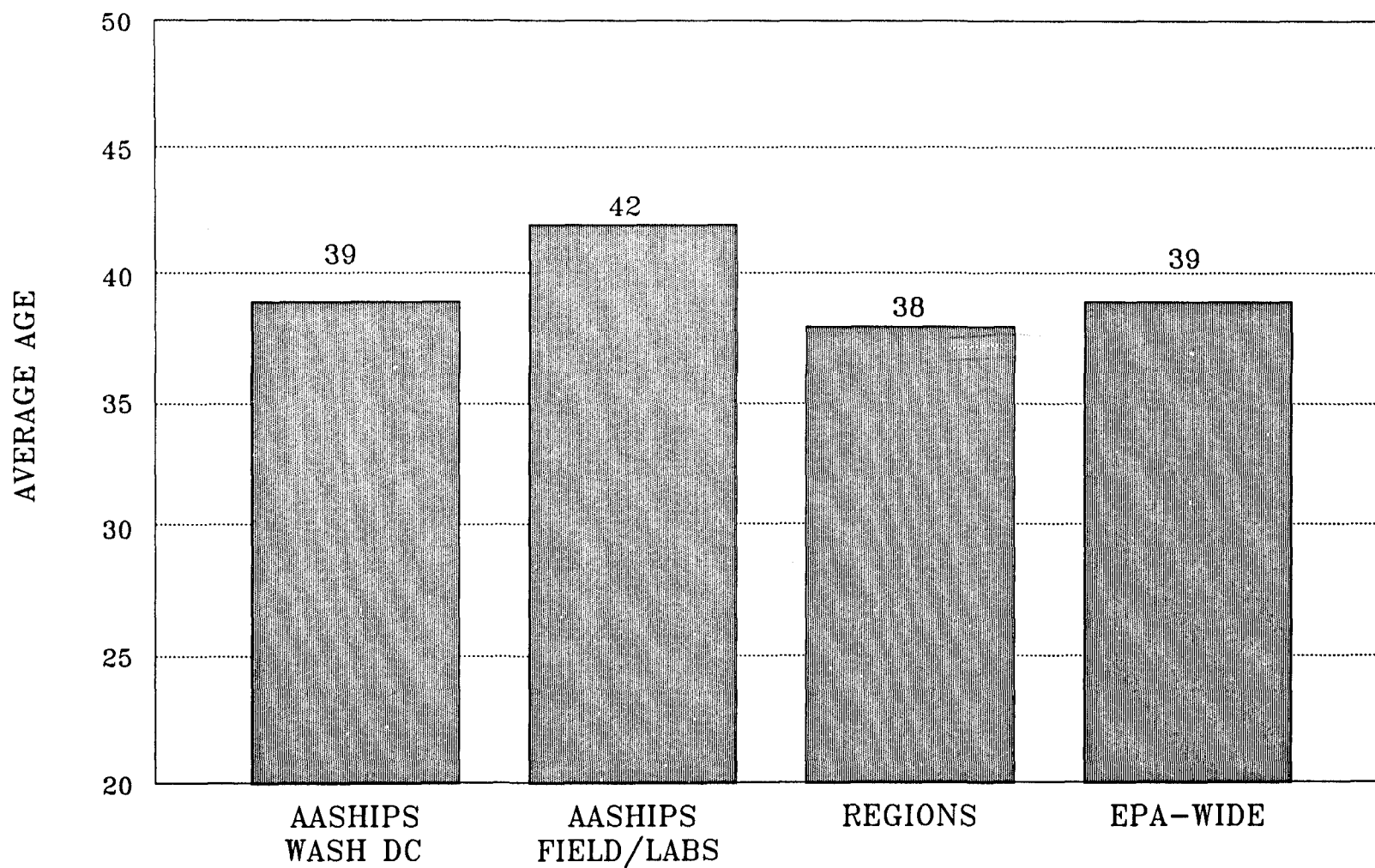
AGE DISTRIBUTION – END OF FY 1989 AA's vs. Regions



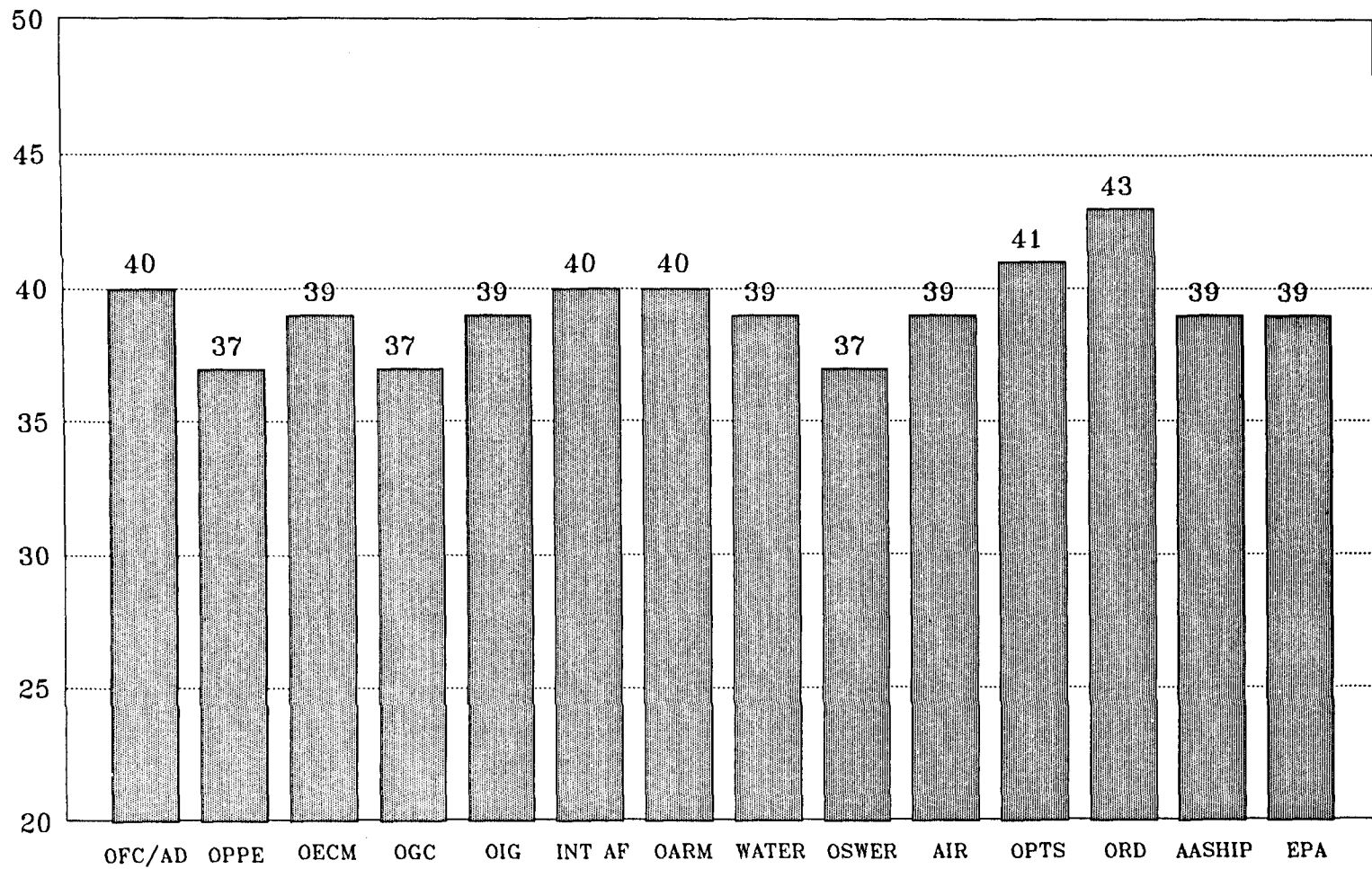
AGE DISTRIBUTION - END OF FY 1989 - EPA-WIDE Professional Scientists/Engineers vs. All Other



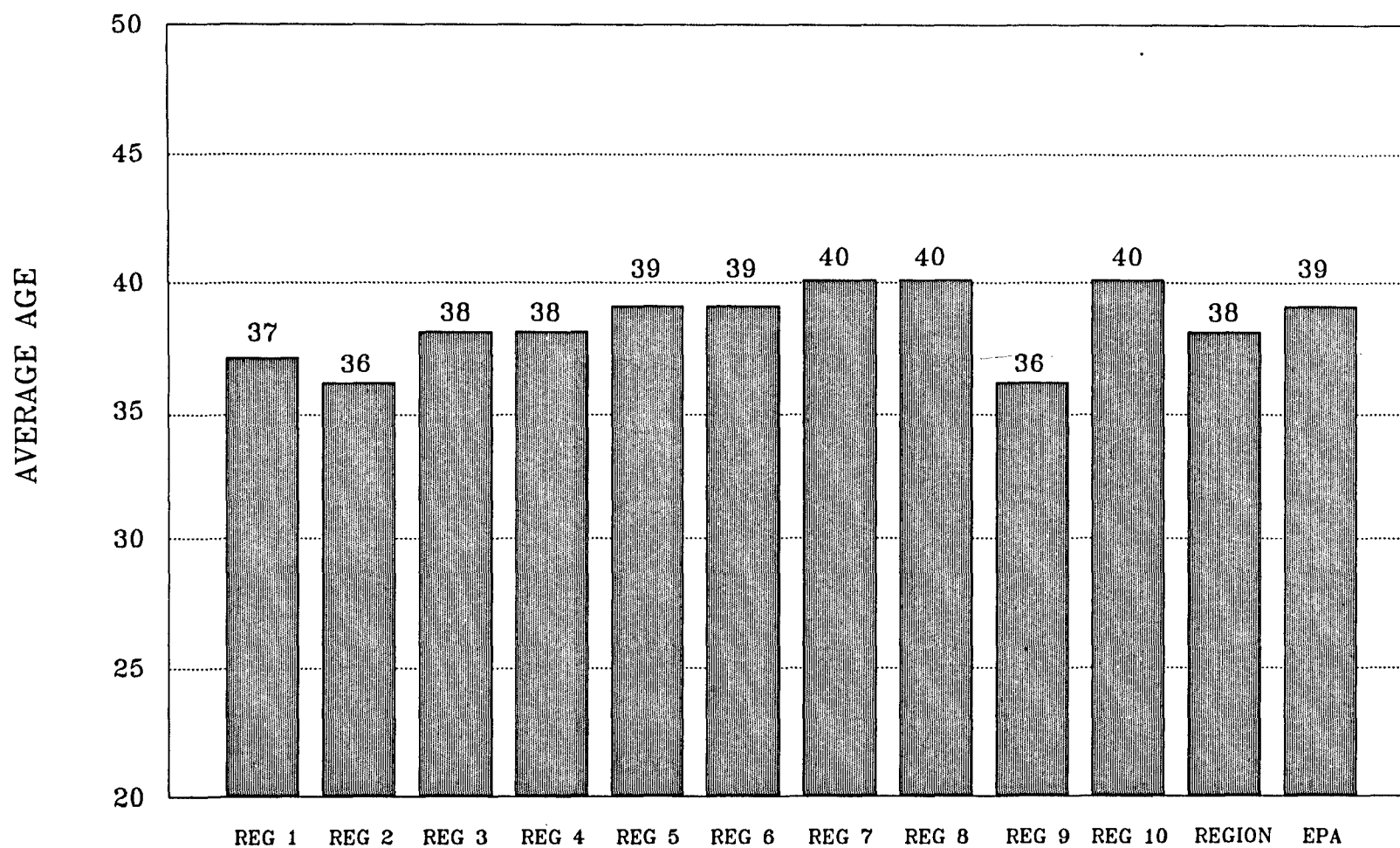
THE AVERAGE AGE OF EPA EMPLOYEES IS
BELOW THE GOVERNMENT AVERAGE OF 42



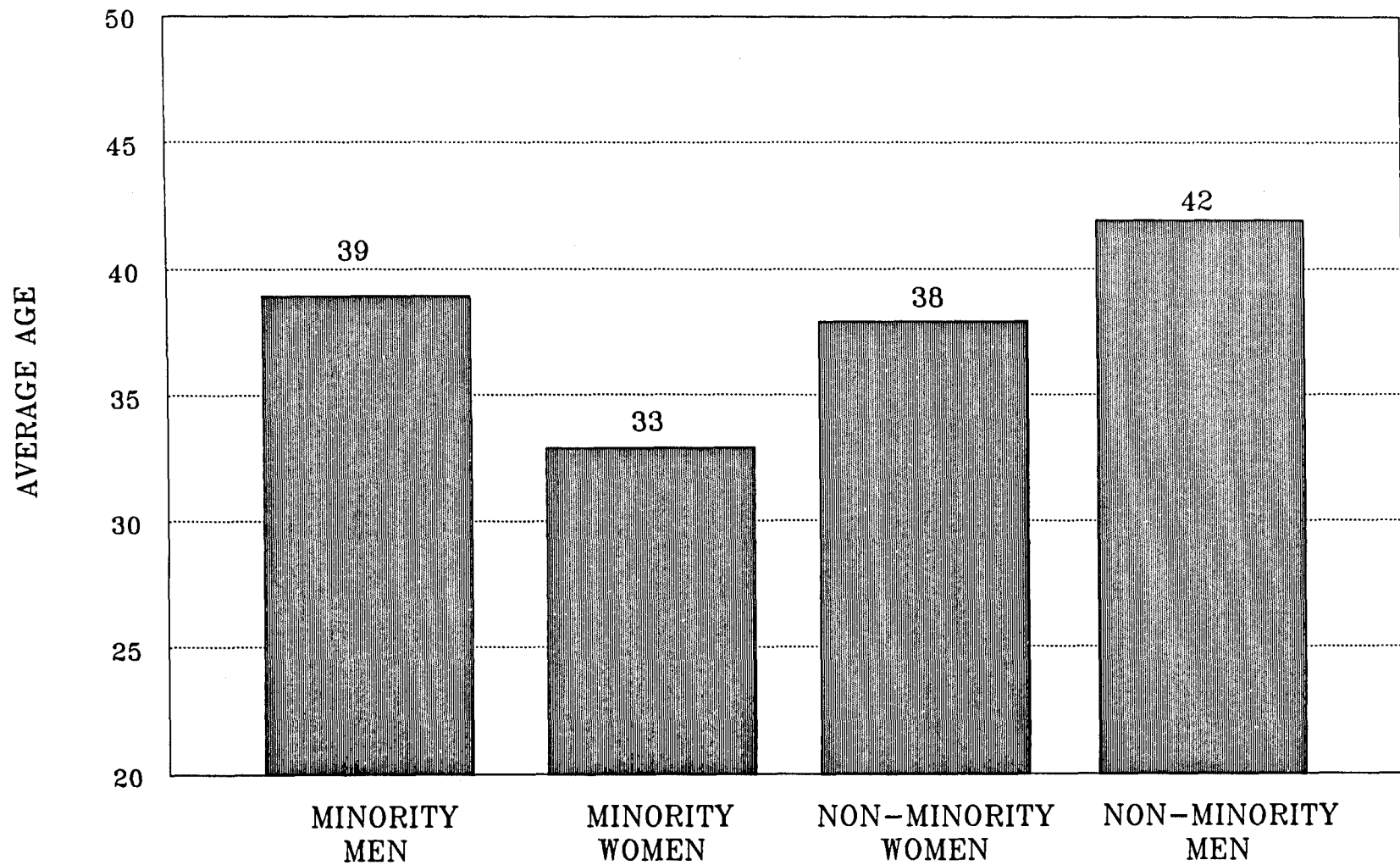
AVERAGE AGE OF EPA EMPLOYEES BY AASHIP



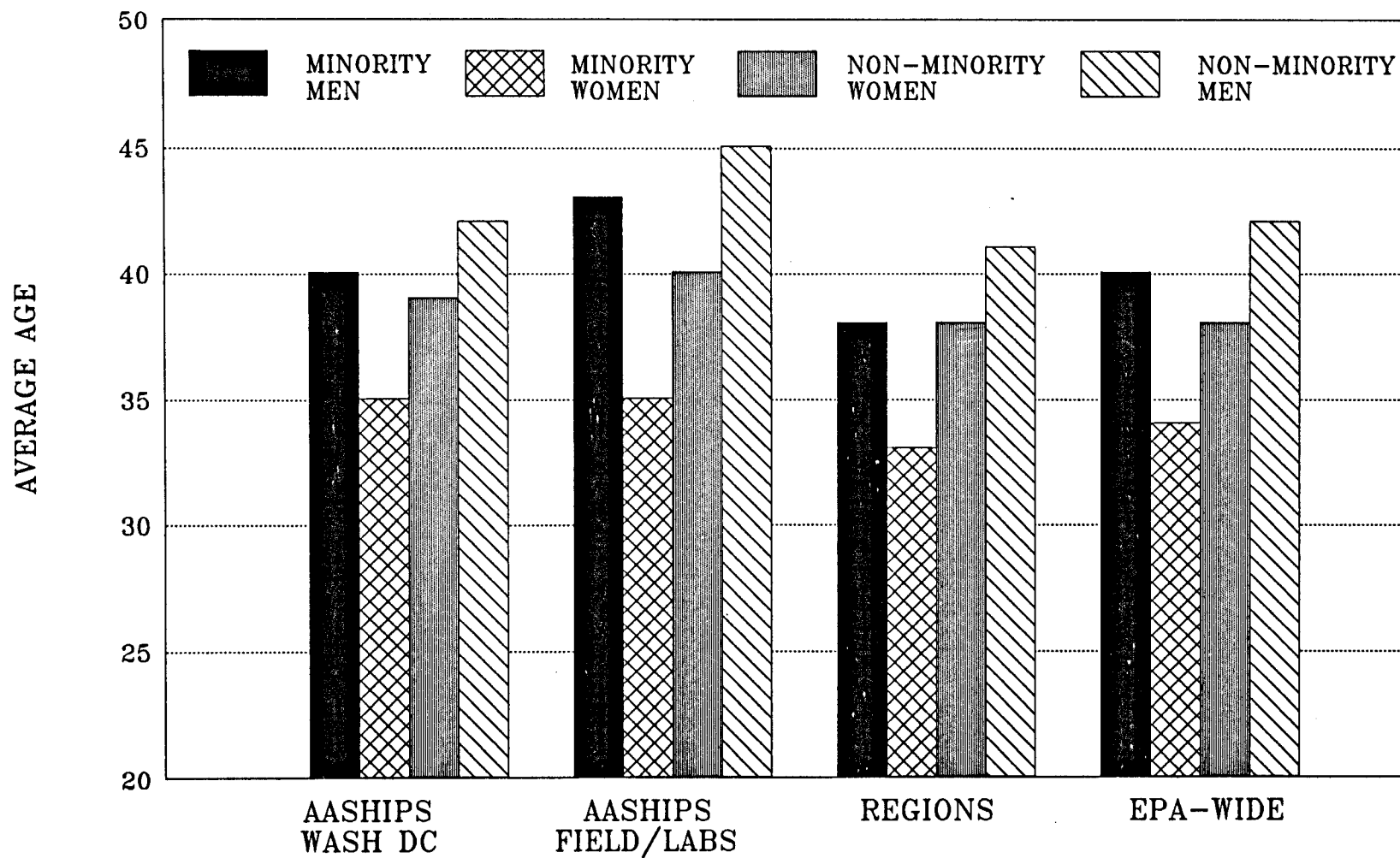
AVERAGE AGE OF EPA EMPLOYEES BY REGION



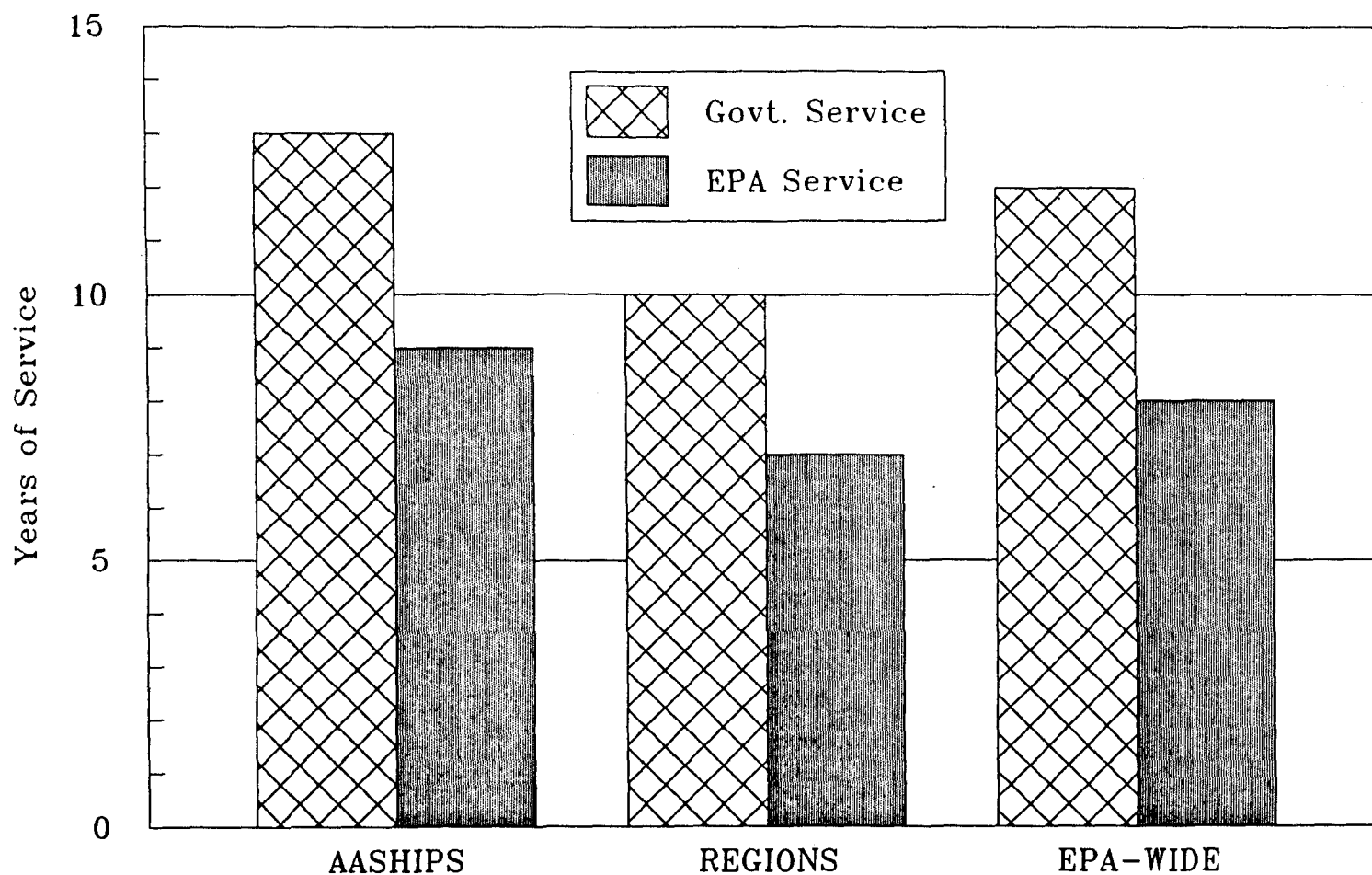
AVERAGE AGE OF EPA MINORITY AND WOMEN EMPLOYEES



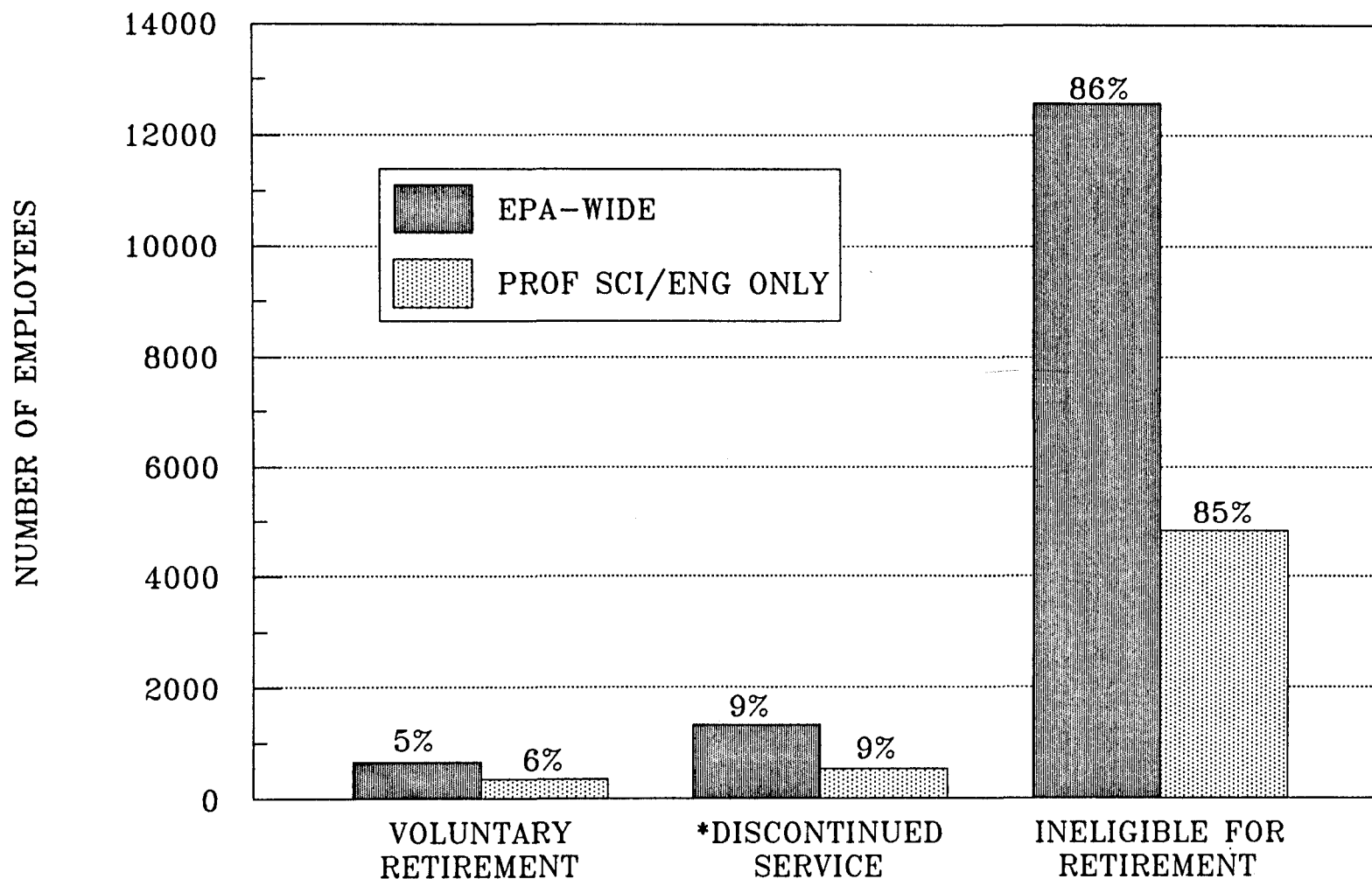
THE AVERAGE AGE OF EPA MINORITY AND WOMEN EMPLOYEES



Average Government Service for EPA Employees is 12 Years.
(Government-Wide is 13 Years)
Average EPA Service 8 Years.

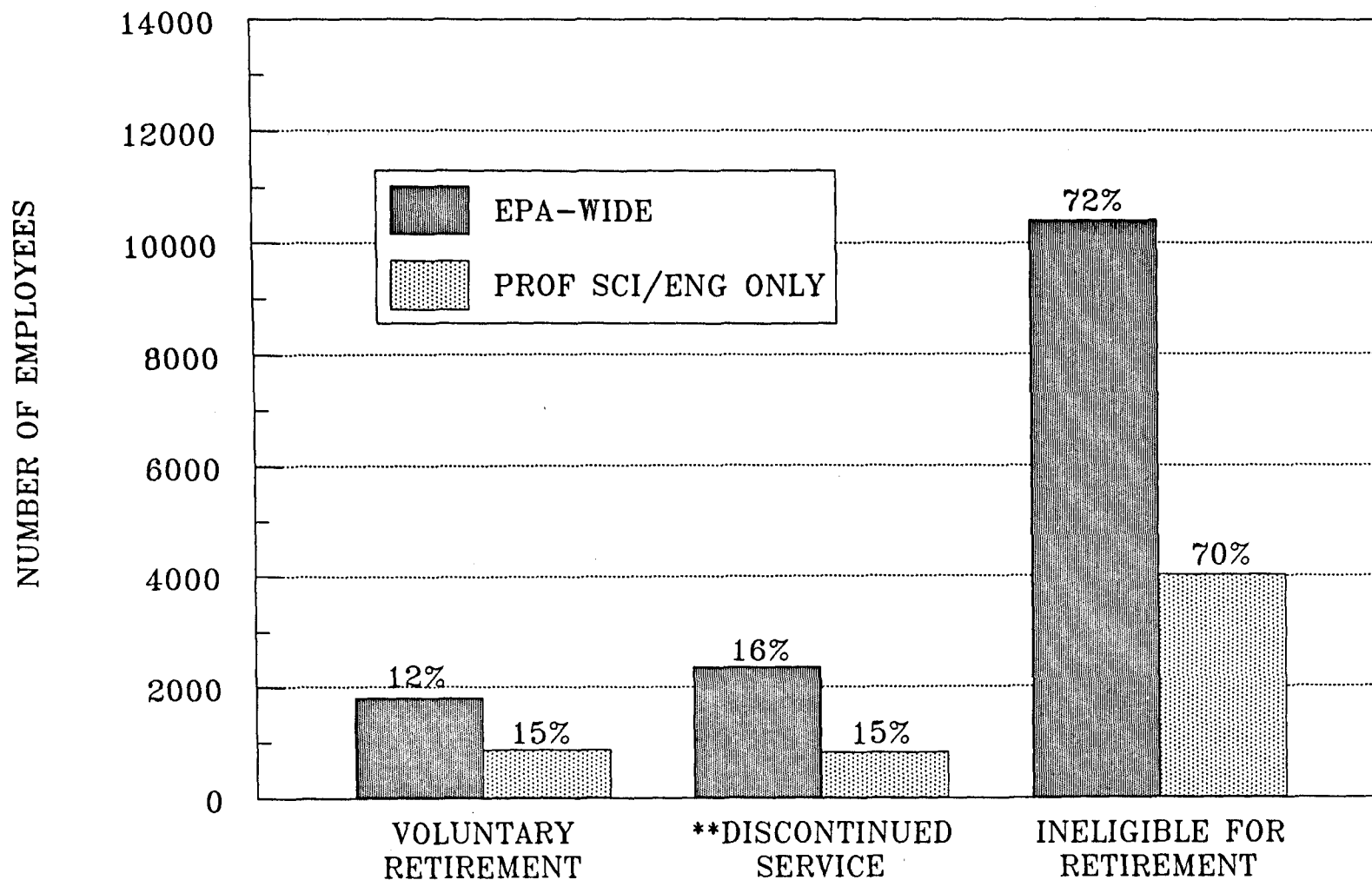


5% OF EPA EMPLOYEES ARE NOW ELIGIBLE TO RETIRE VOLUNTARILY
COMPARED TO 11% GOVERNMENT-WIDE



* in RIF and other "early-out" situations

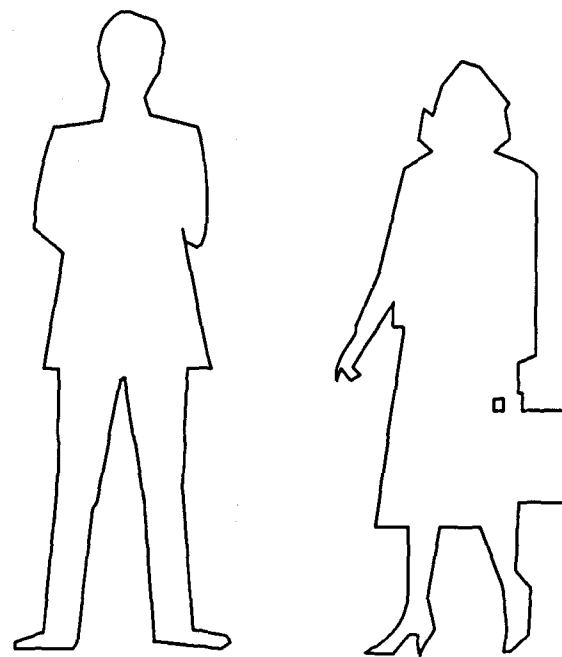
12% OF EPA'S EMPLOYEES WILL BE ELIGIBLE FOR
VOLUNTARY RETIREMENT BY THE END OF FY 1994*



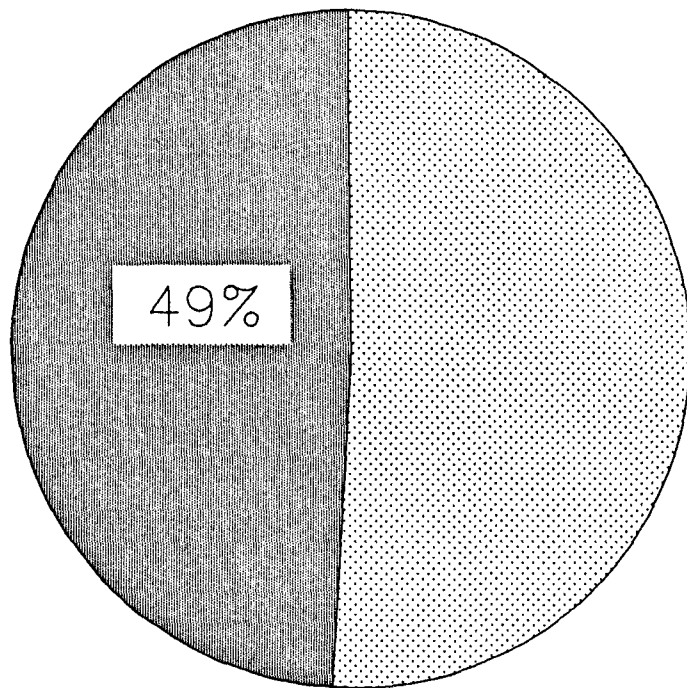
* permanent employees on-board at end of FY 1989

** in RIF and other "early-out" situations

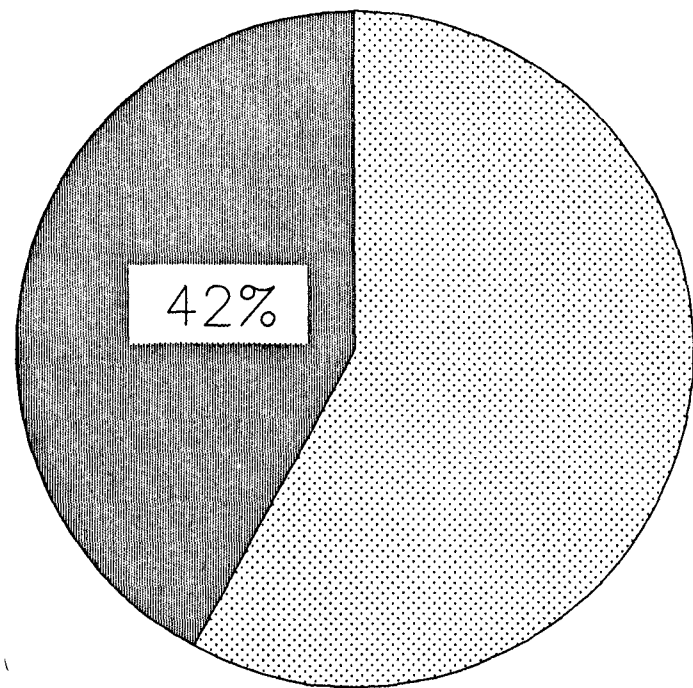
Women and minorities comprise 55 percent of EPA's workforce. They are located in all organizations and occupations.



WOMEN MAKE UP NEARLY HALF OF EPA'S WORKFORCE
(FOR THE GOVERNMENT OVERALL, THE FIGURE IS 42%)

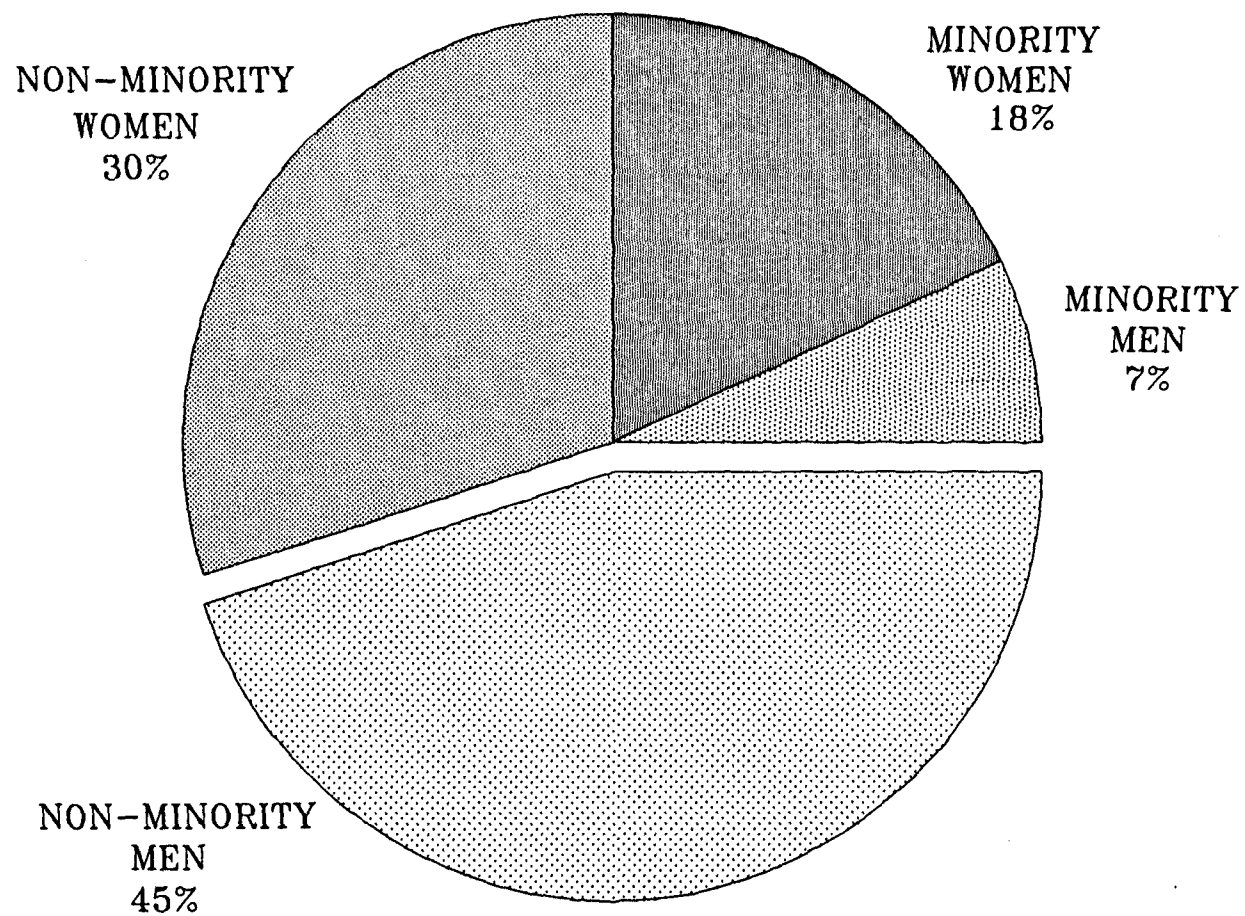


EPA

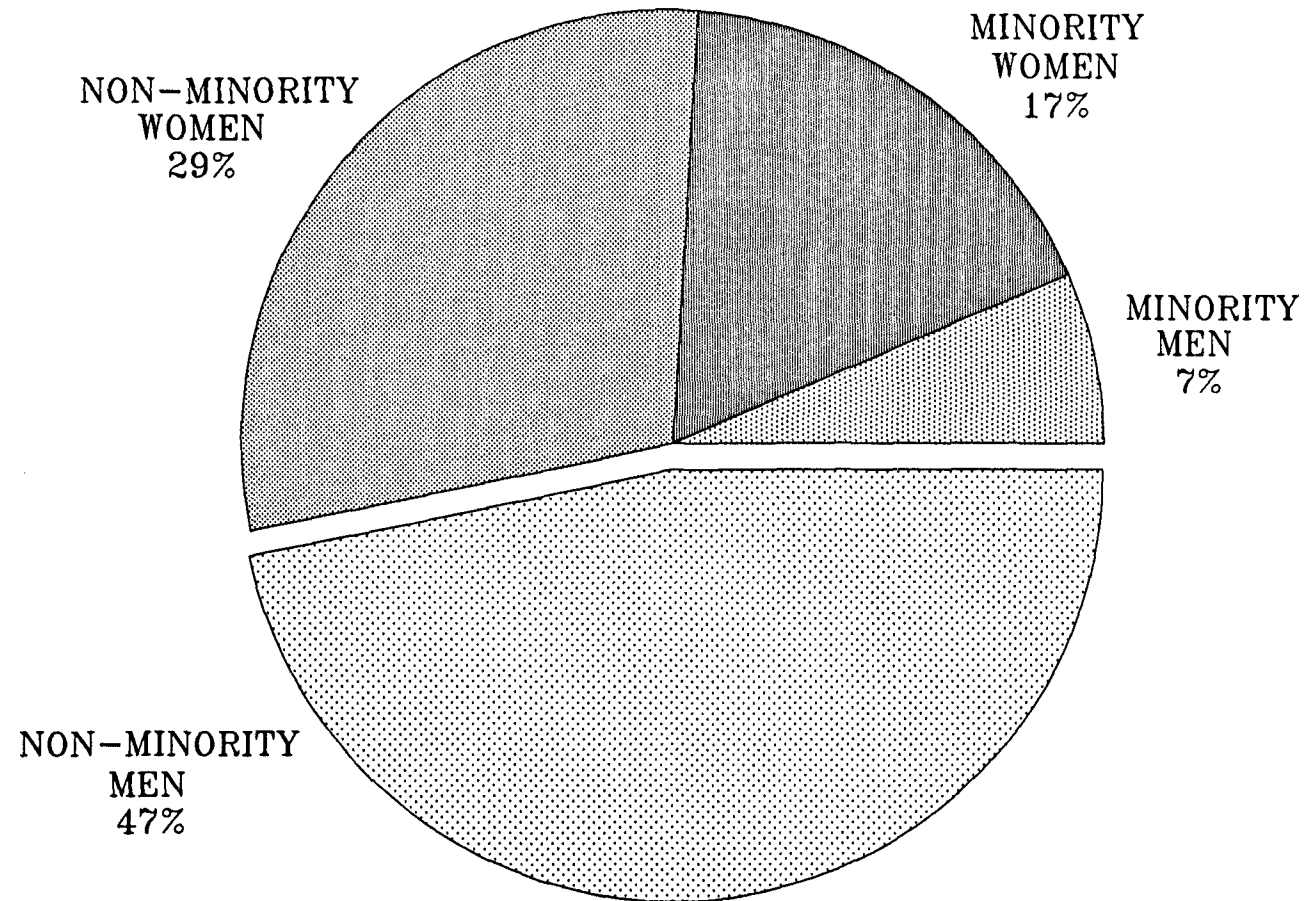


GOV'T-WIDE

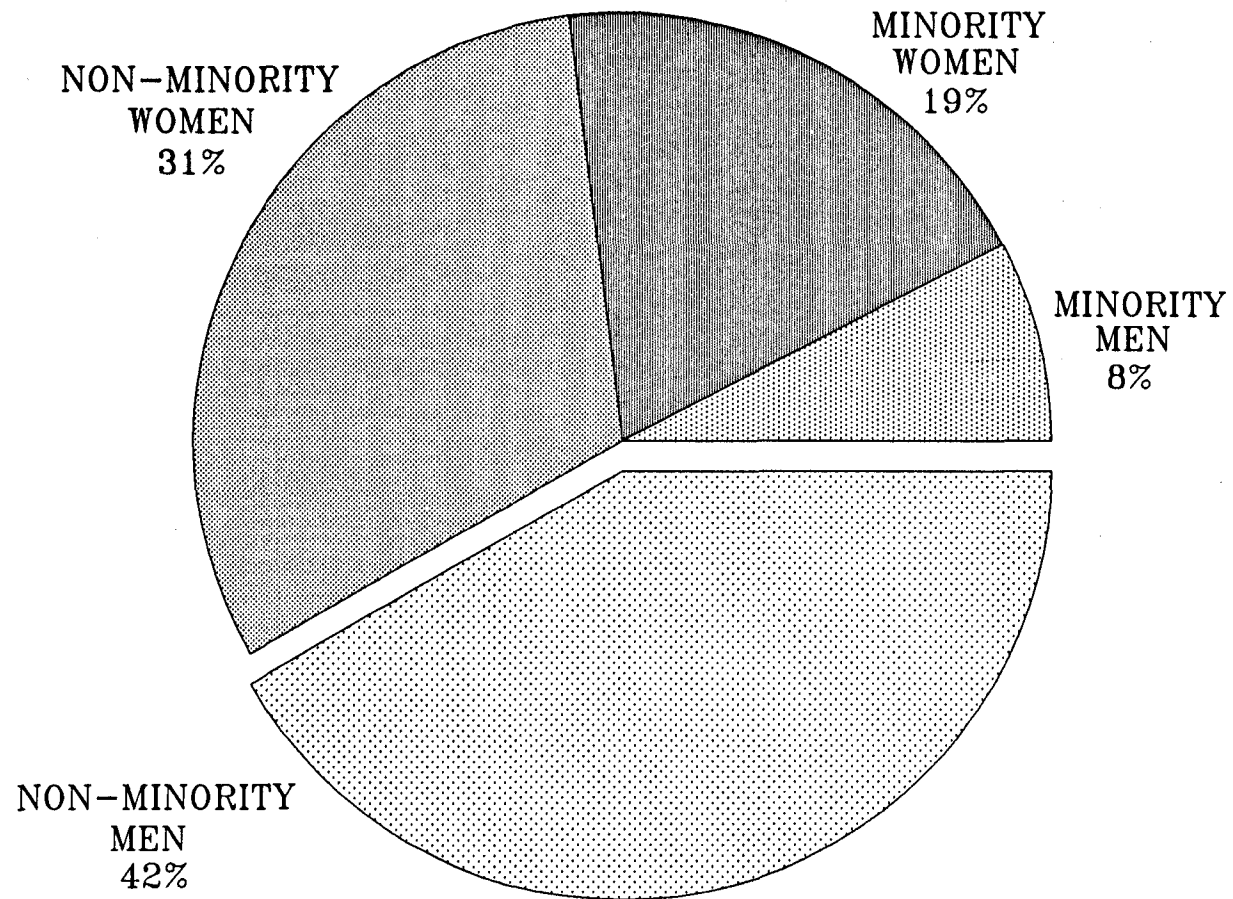
MINORITIES AND WOMEN IN EPA



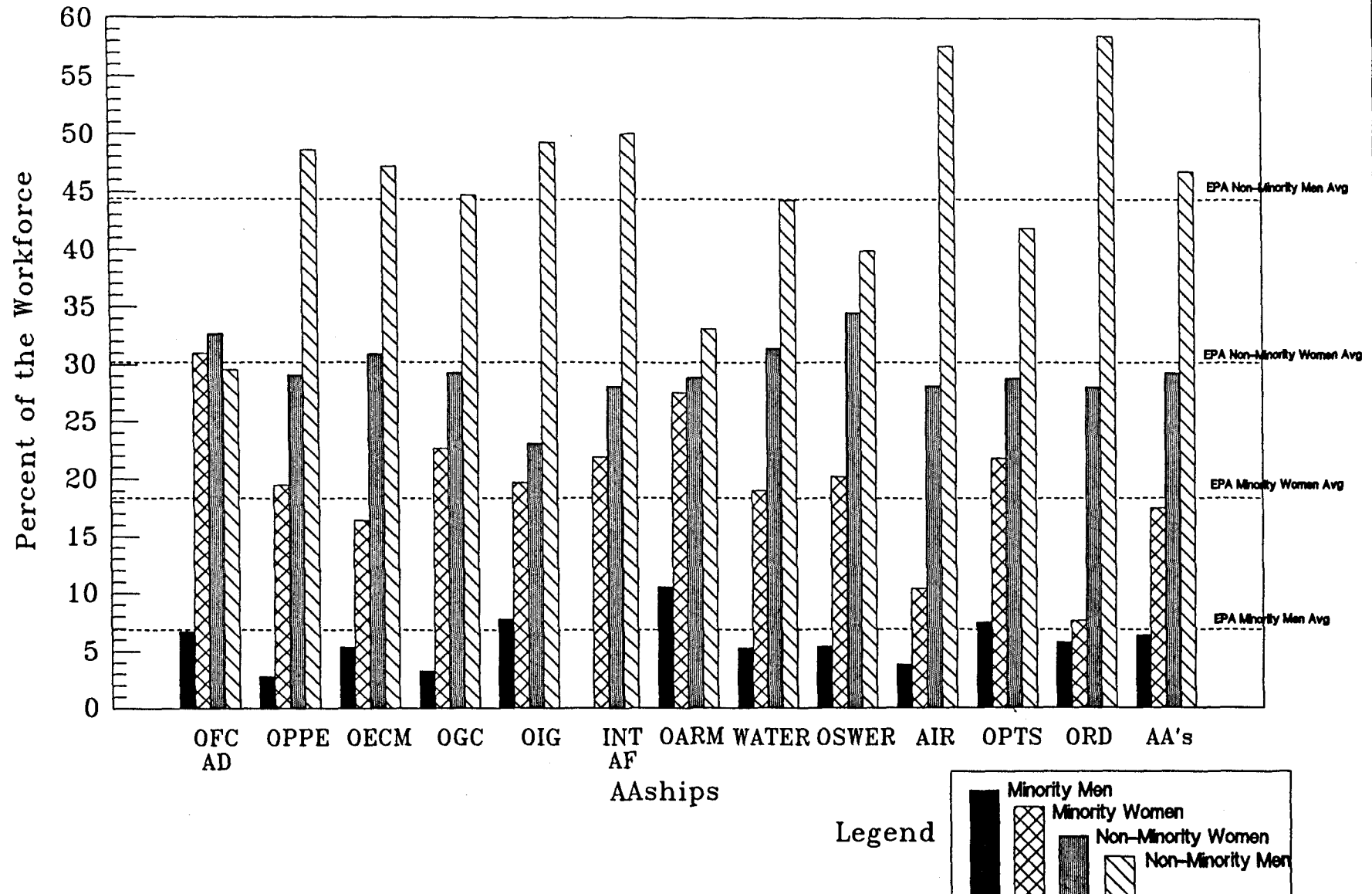
MINORITIES AND WOMEN IN THE AASHIPS



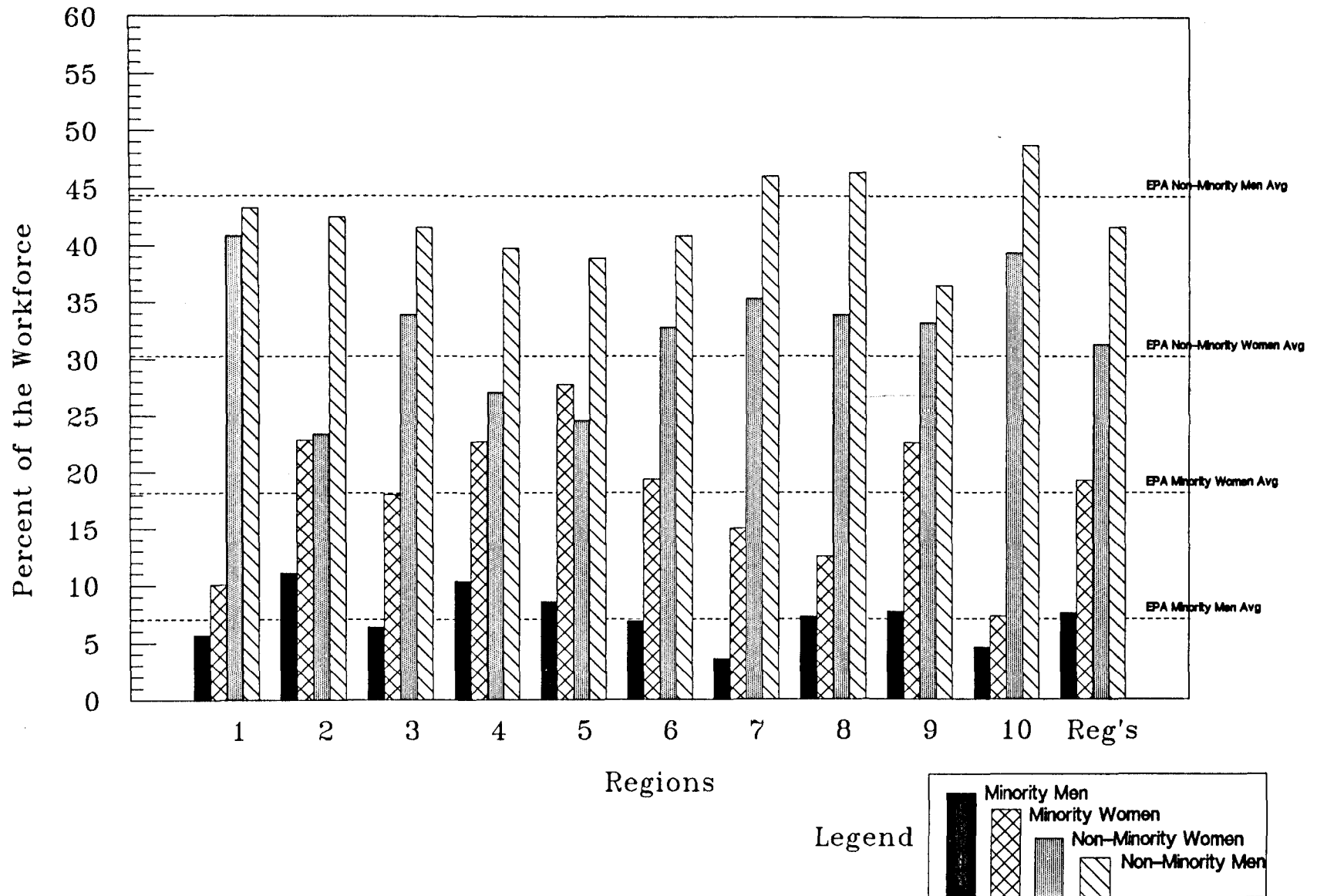
MINORITIES AND WOMEN IN THE REGIONAL OFFICES



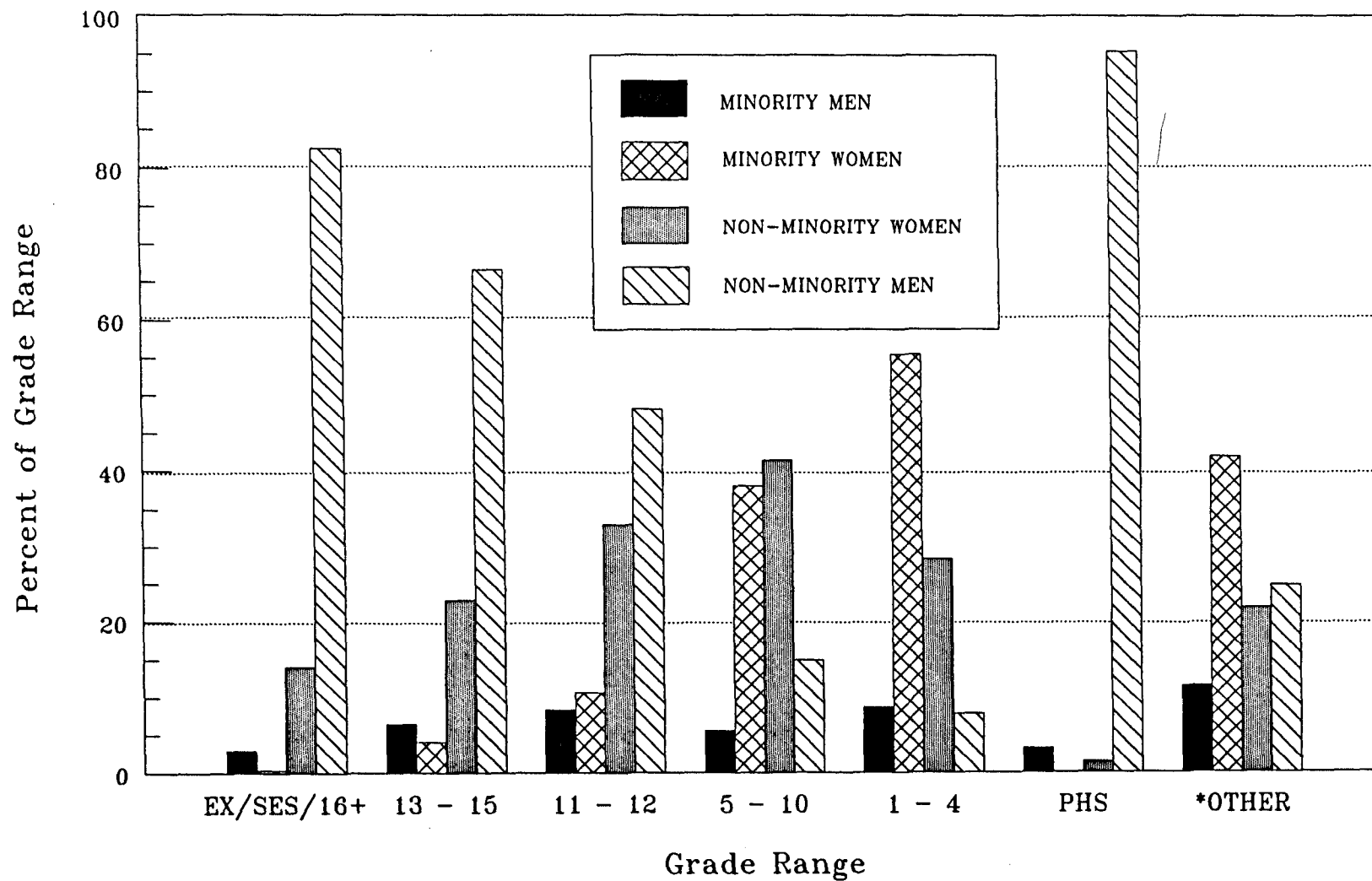
Minorities and Women by AAship



Minorities and Women by Region

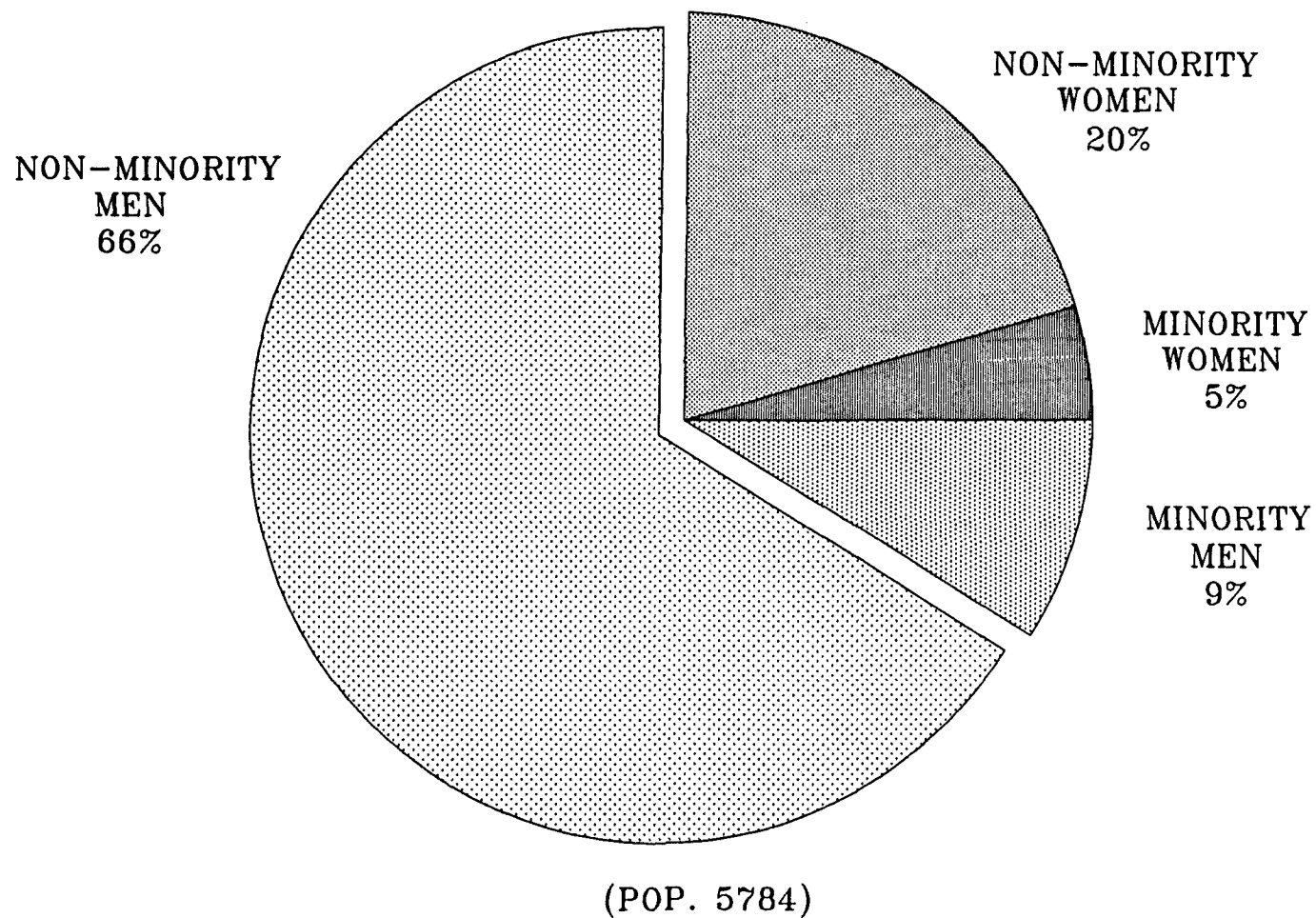


MINORITY/SEX DISTRIBUTION BY GRADE RANGE

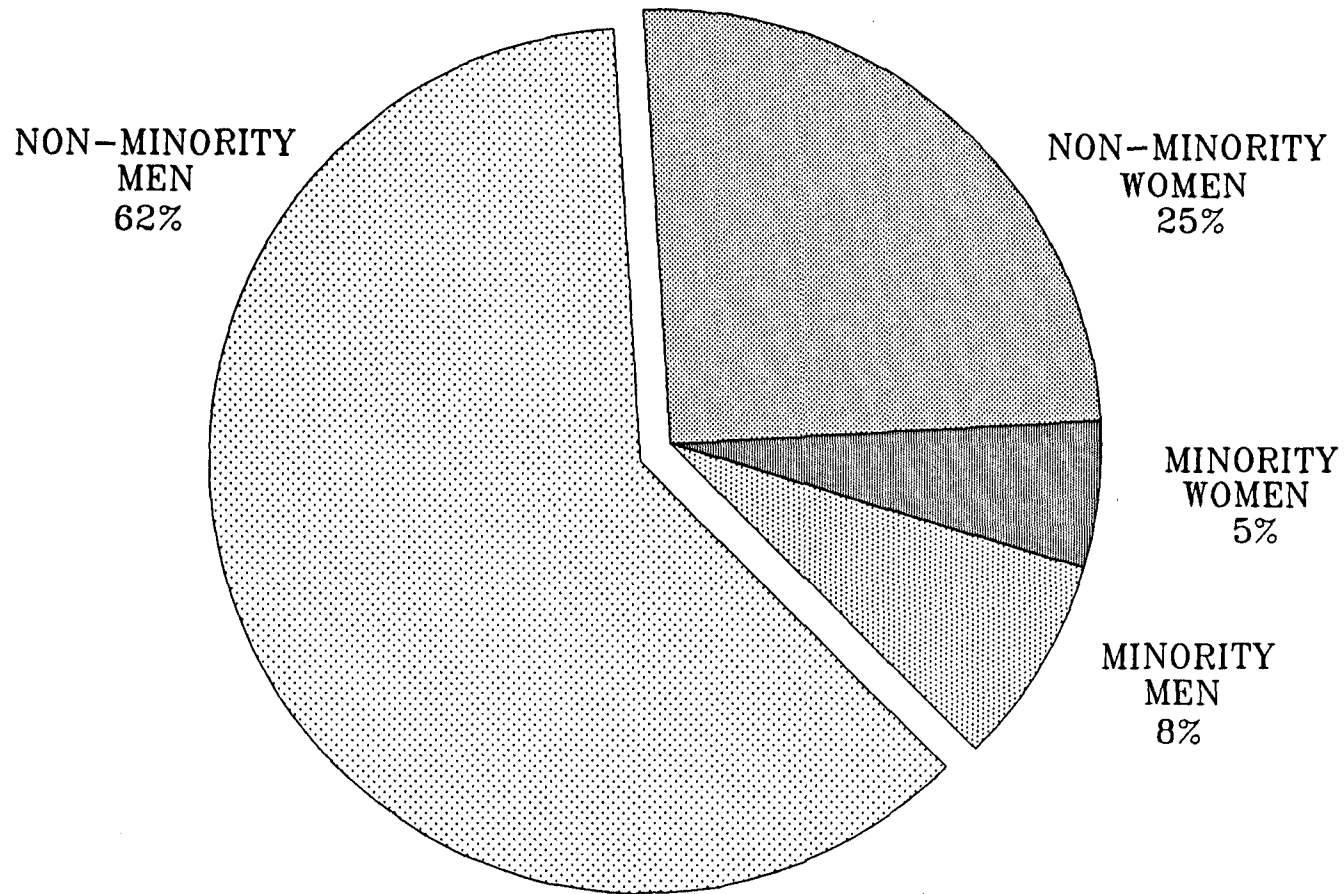


* Includes Stay-in-School, Wage

MINORITIES AND WOMEN PROFESSIONAL SCI/ENGR WORKFORCE

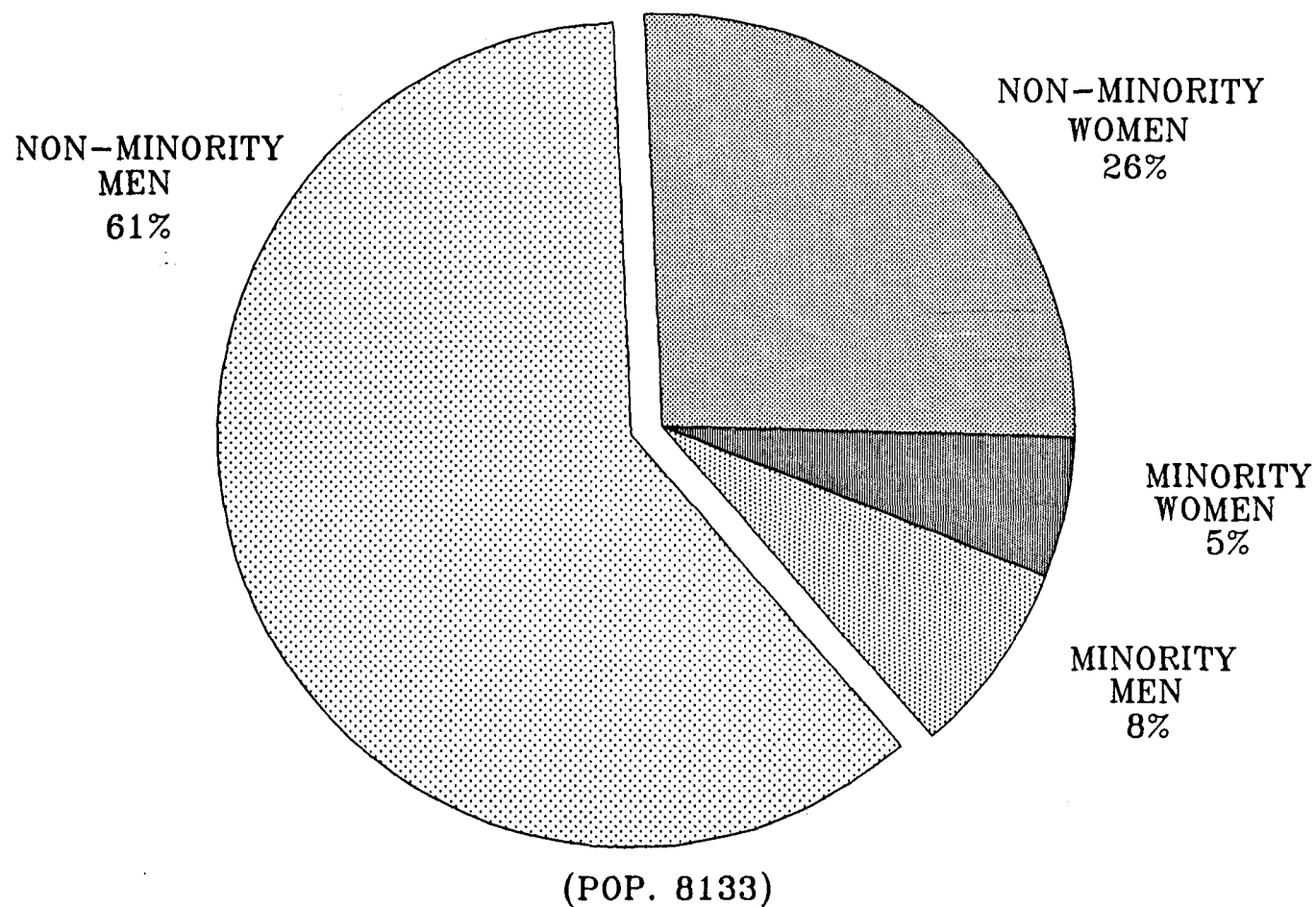


MINORITIES AND WOMEN PROFESSIONAL SCI/ENGR/EPS WORKFORCE

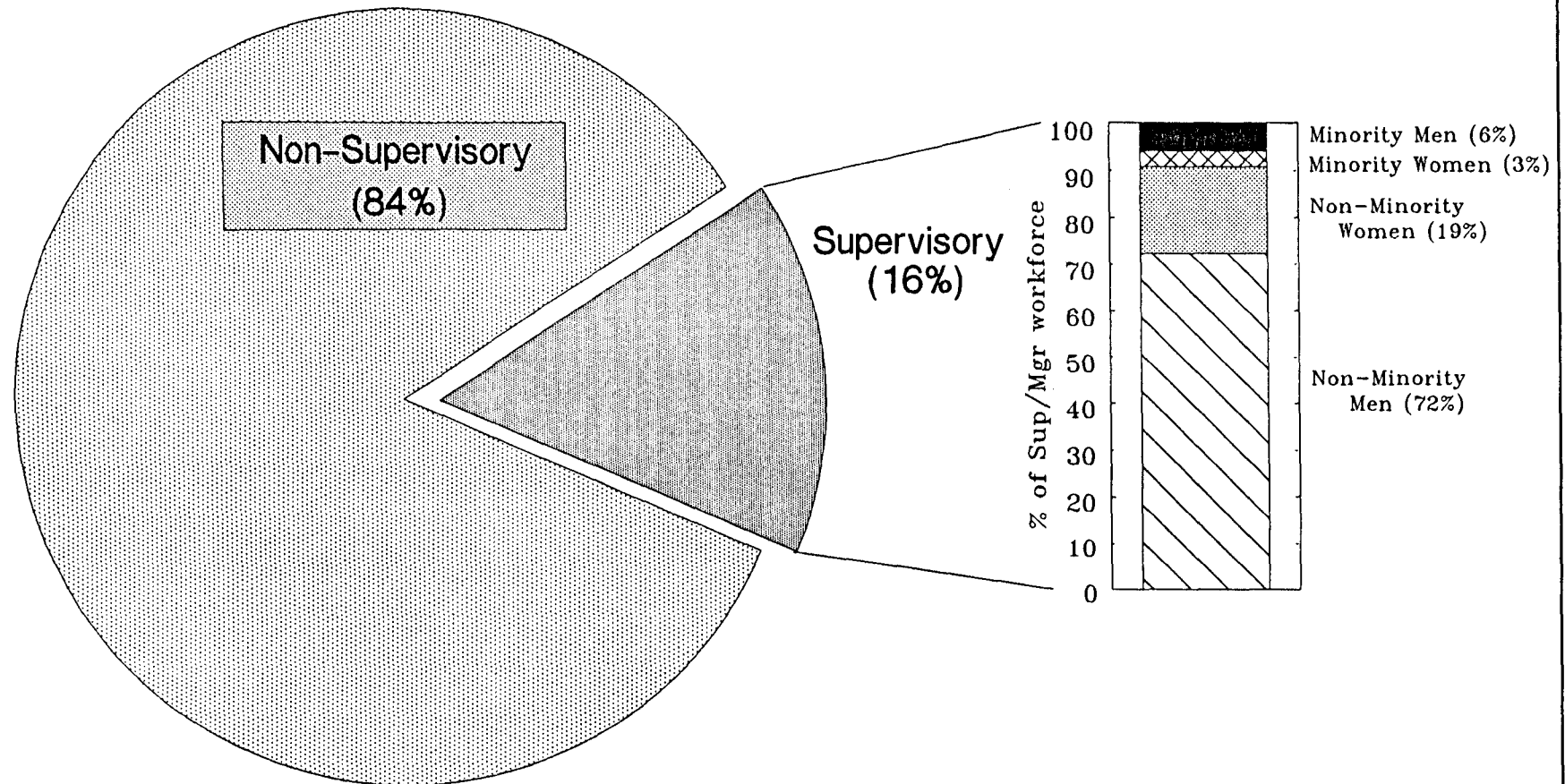


(POP. 7442)

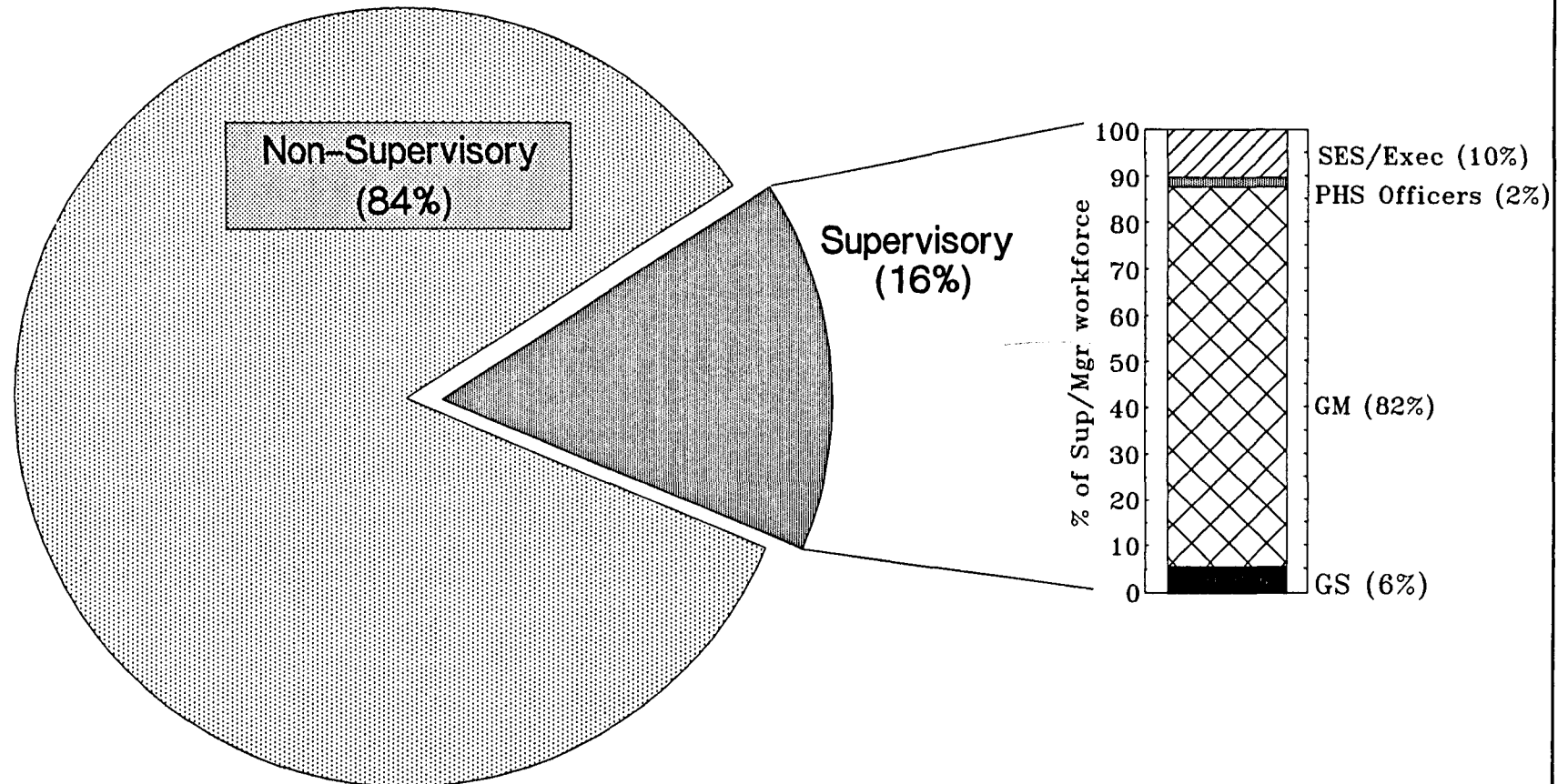
MINORITIES AND WOMEN
PROFESSIONAL SCI/ENGR/EPS/ATTY WORKFORCE



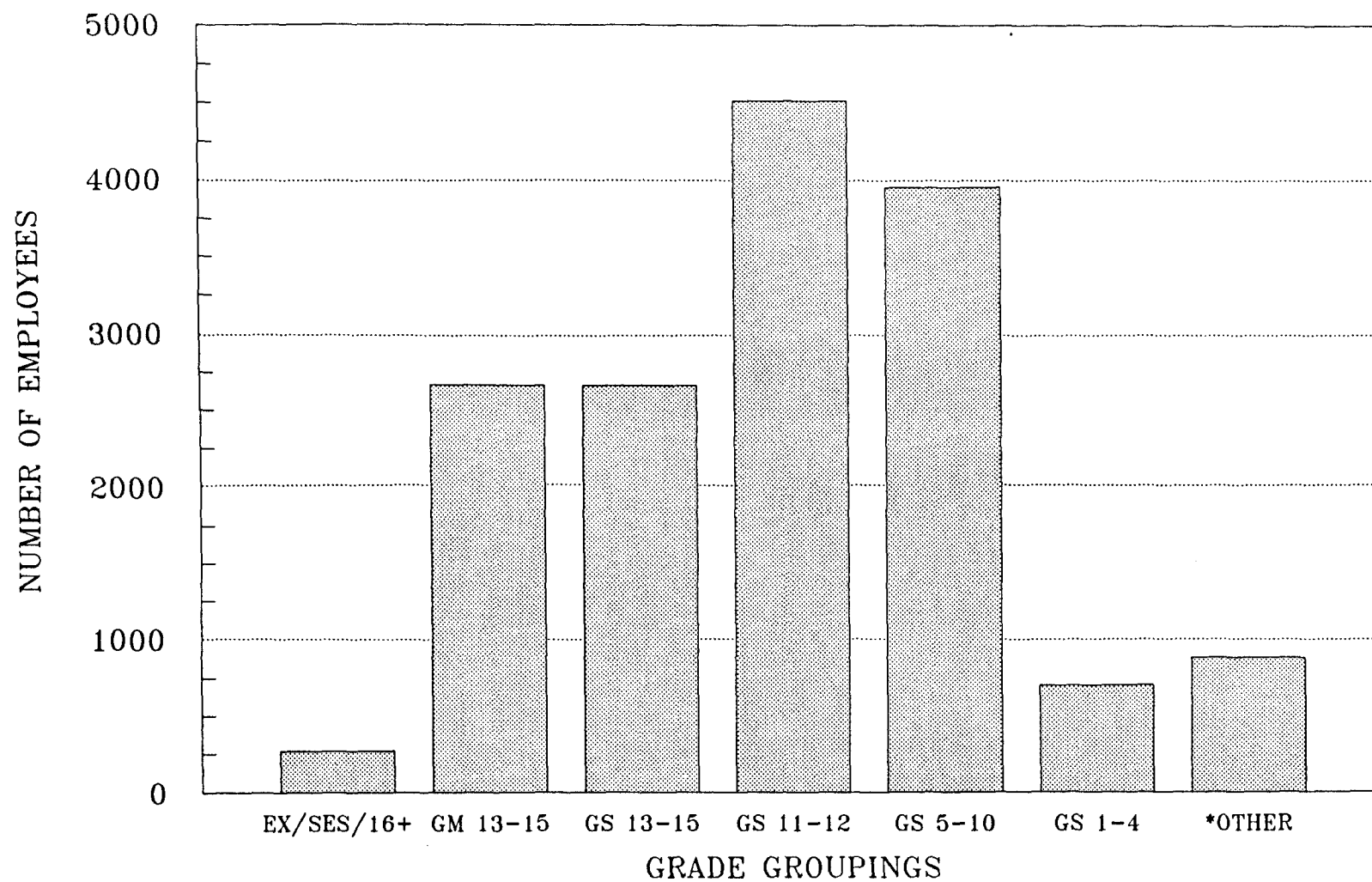
Women and Minorities in Supervisory Positions



16% of EPA Employees are Supervisory



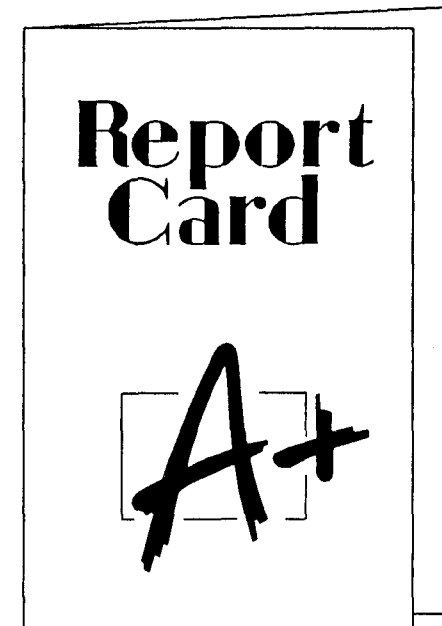
65% OF EPA EMPLOYEES ARE GRADE 11 OR ABOVE



* includes PHS, AD, Stay-in-School and Wage

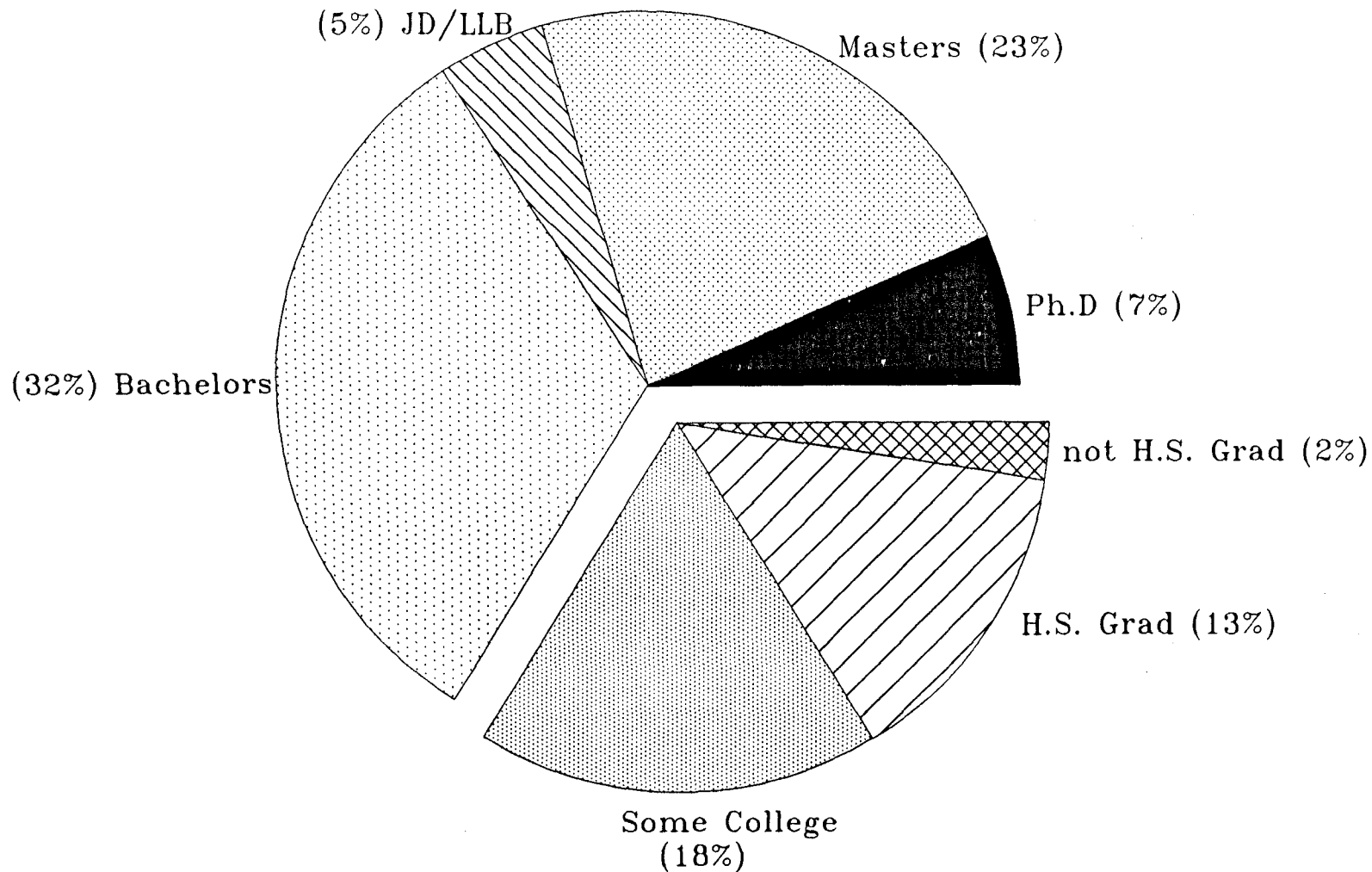
EPA's workforce is highly educated.

The percentage of employees with degrees is double the government-wide average.

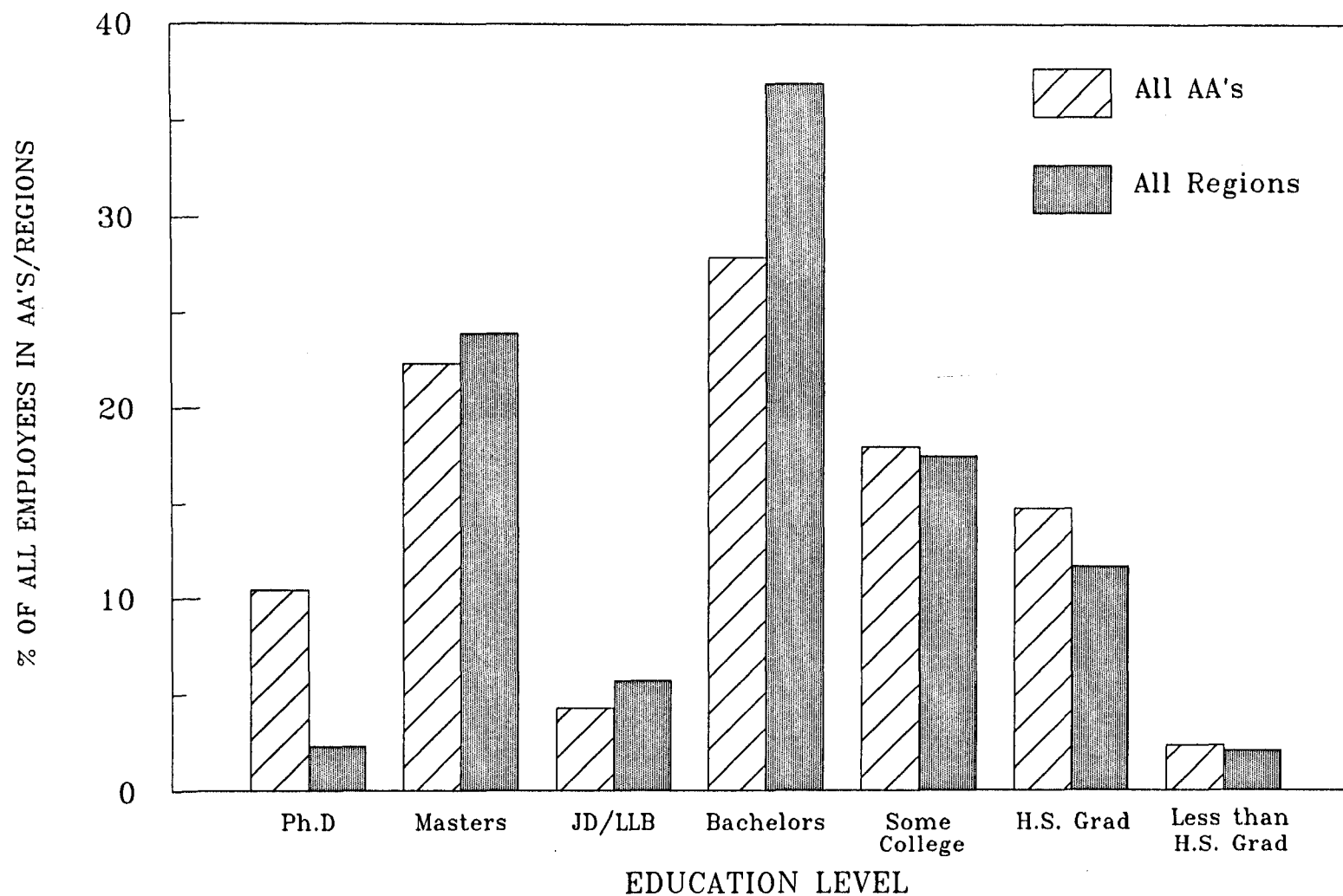


EPA HAS A HIGHLY EDUCATED WORKFORCE

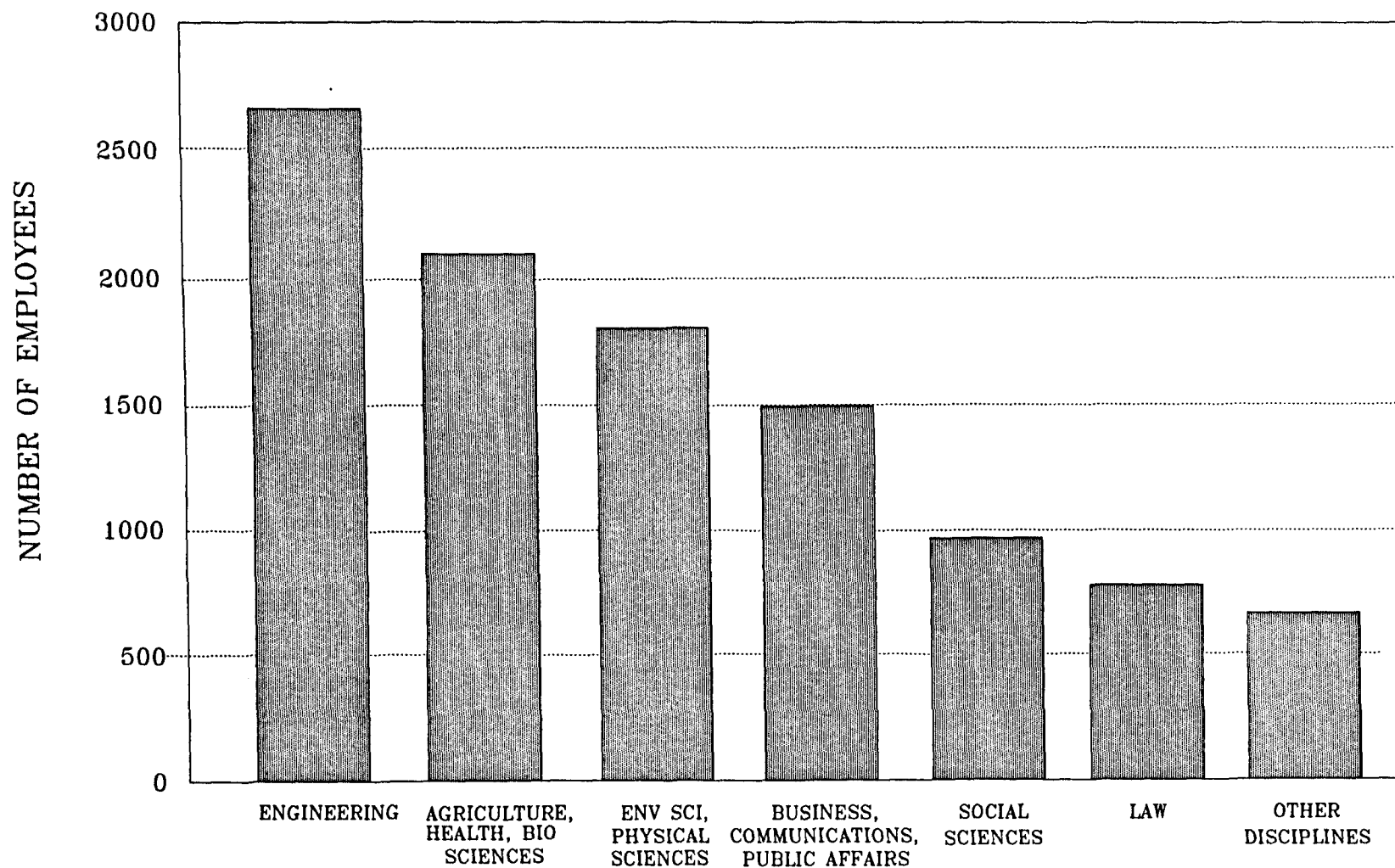
67% of EPA employees have a college degree,
compared to only 32% Government-wide.



EDUCATION LEVELS - AA'S/REGIONS

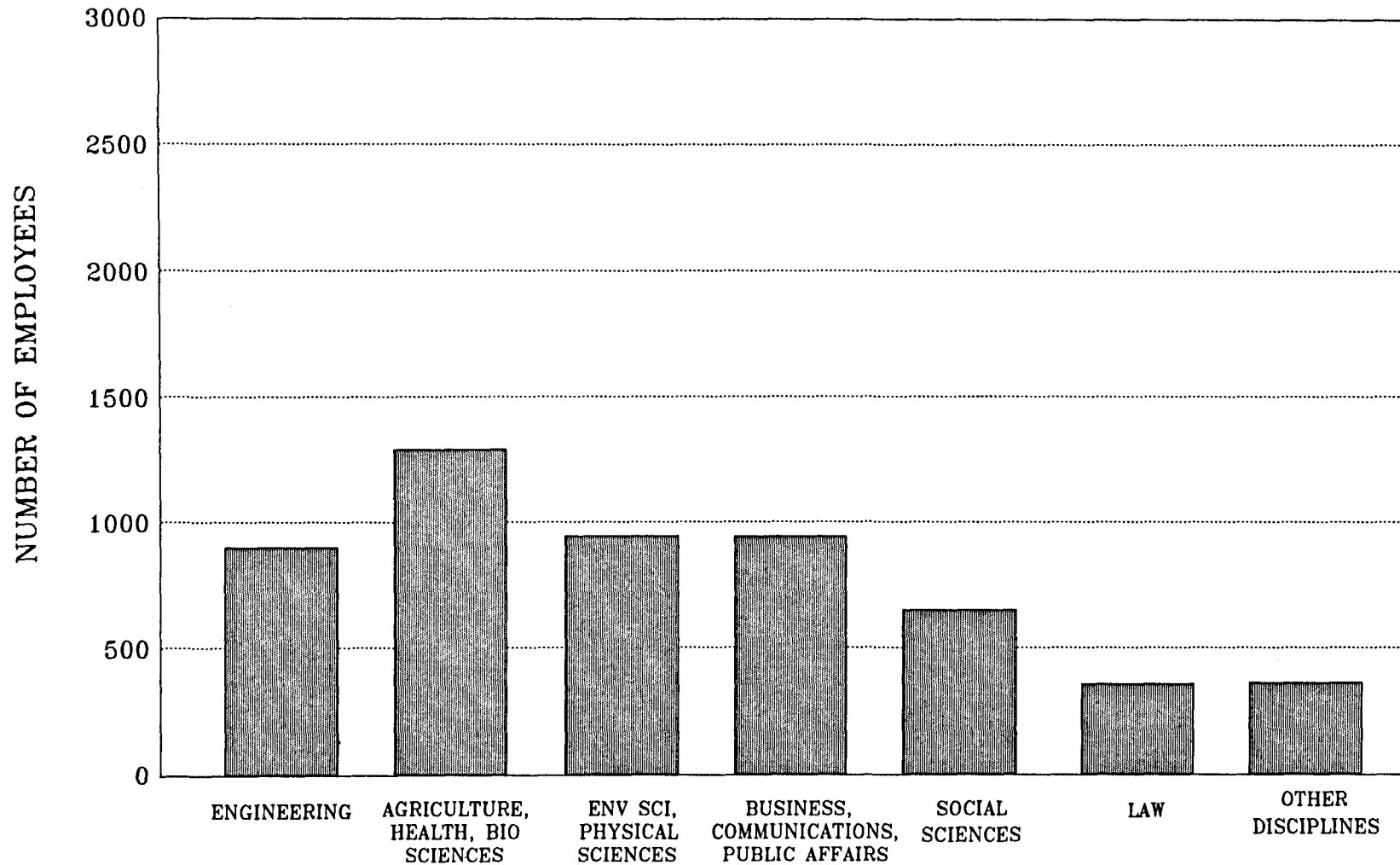


ACADEMIC DISCIPLINES FOR EPA'S COLLEGE GRADUATES

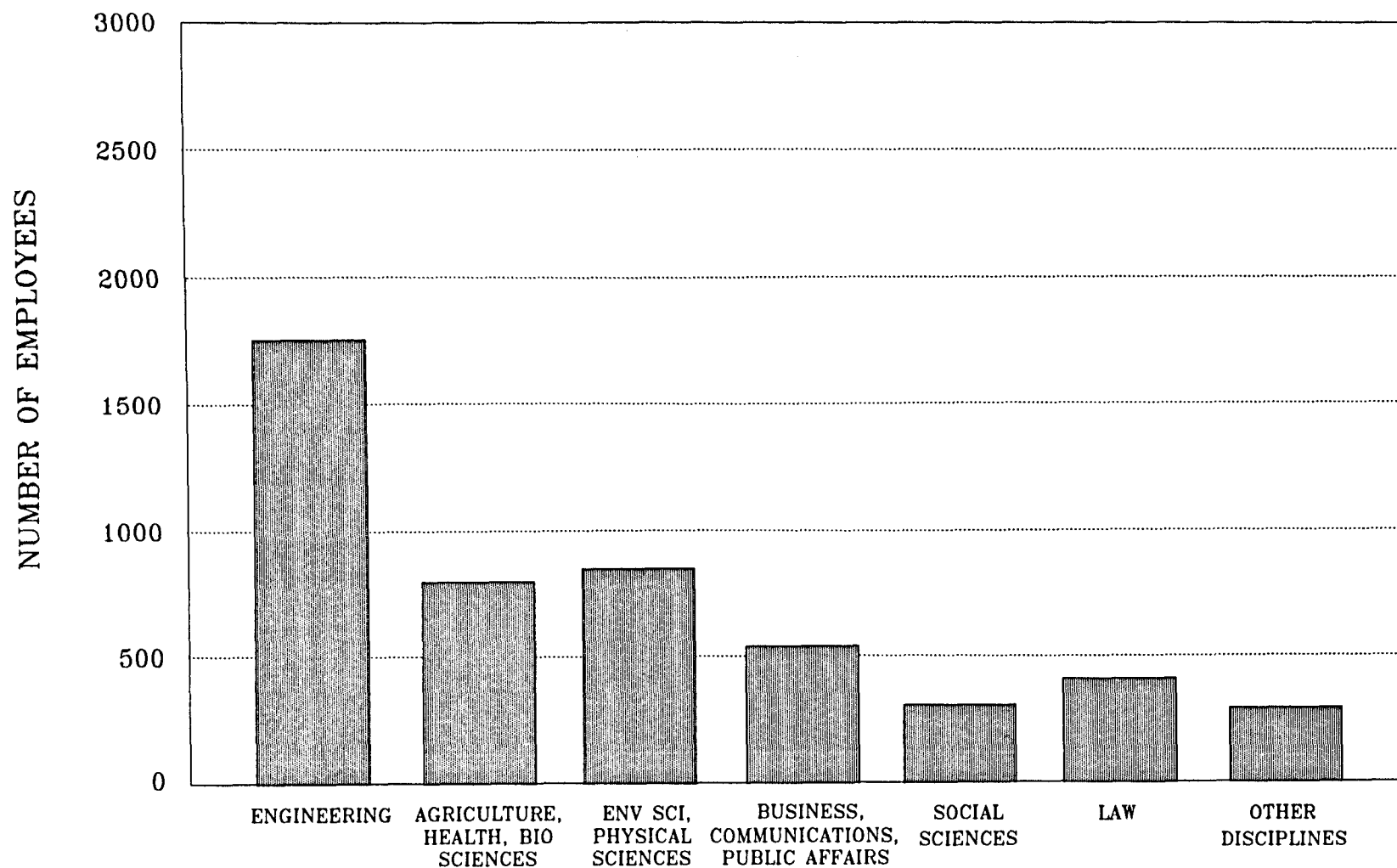


ENGINEERING IS THE MAJOR ACADEMIC DISCIPLINE OF OVER 2600 EPA EMPLOYEES

ACADEMIC DISCIPLINES FOR AA'S COLLEGE GRADUATES

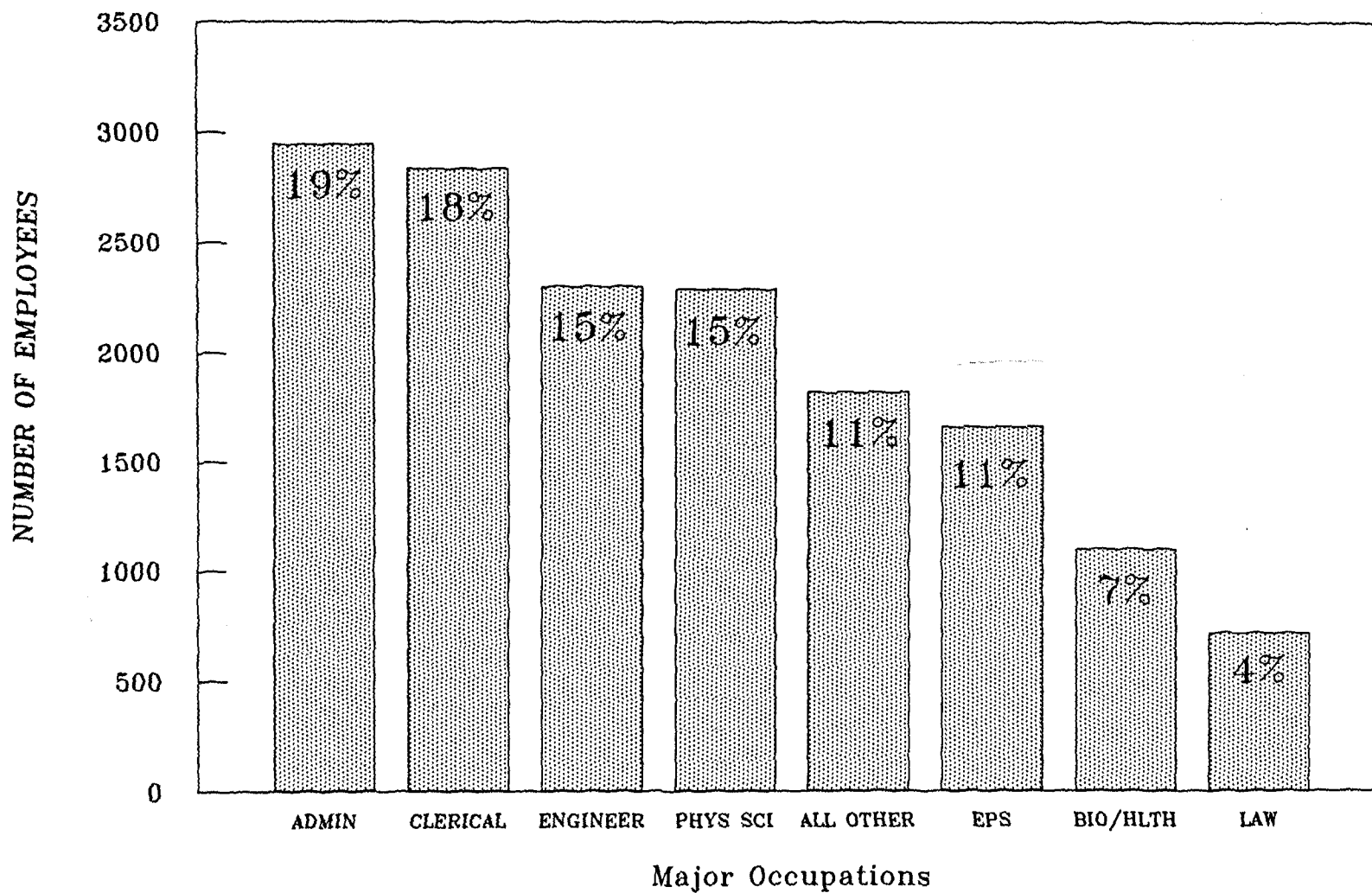


ACADEMIC DISCIPLINES FOR REGIONAL COLLEGE GRADUATES



MAJOR OCCUPATION GROUPS IN EPA

Showing % of Total Workforce



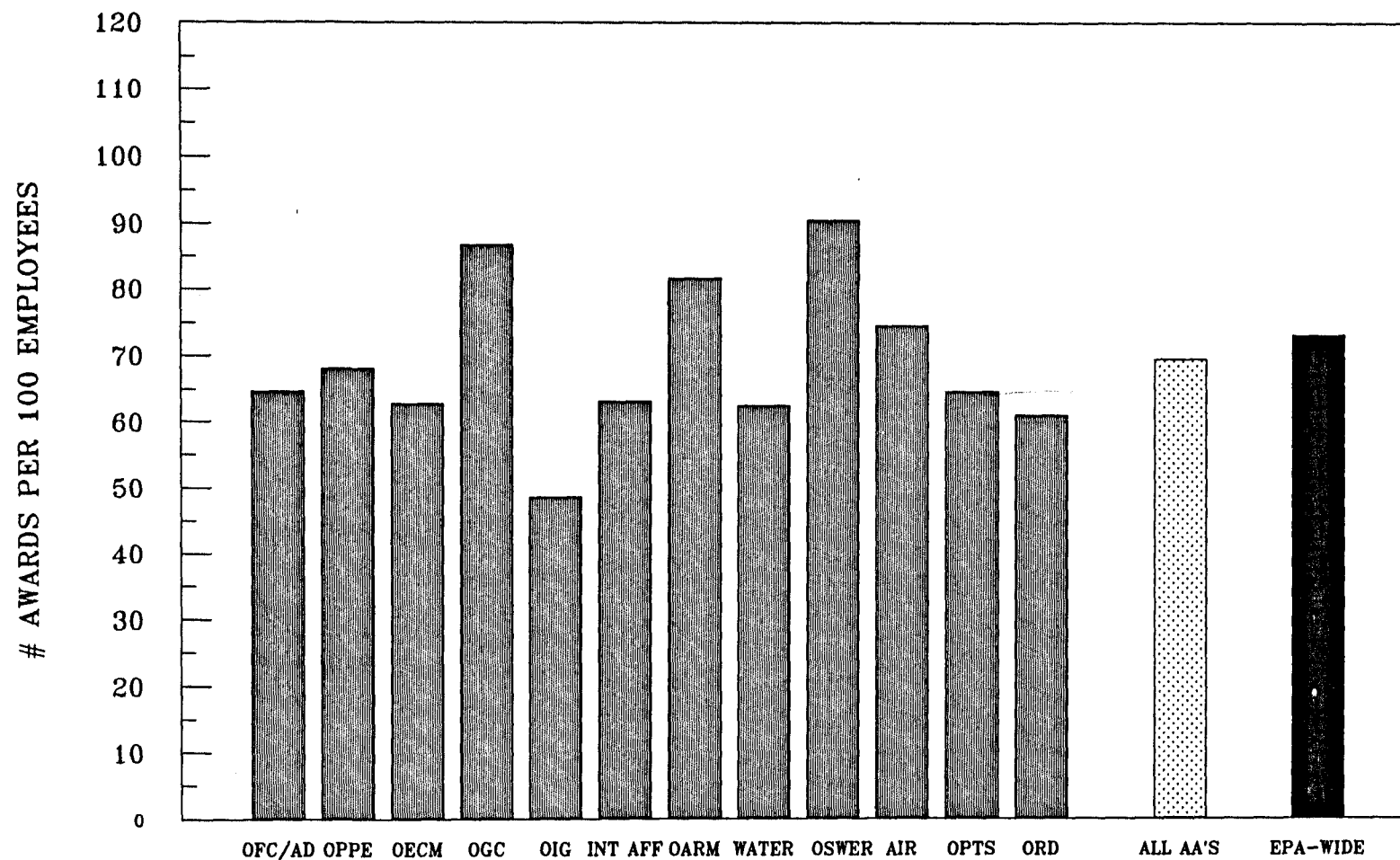
Awards Data

This section shows awards data for organizations, and pay groups.



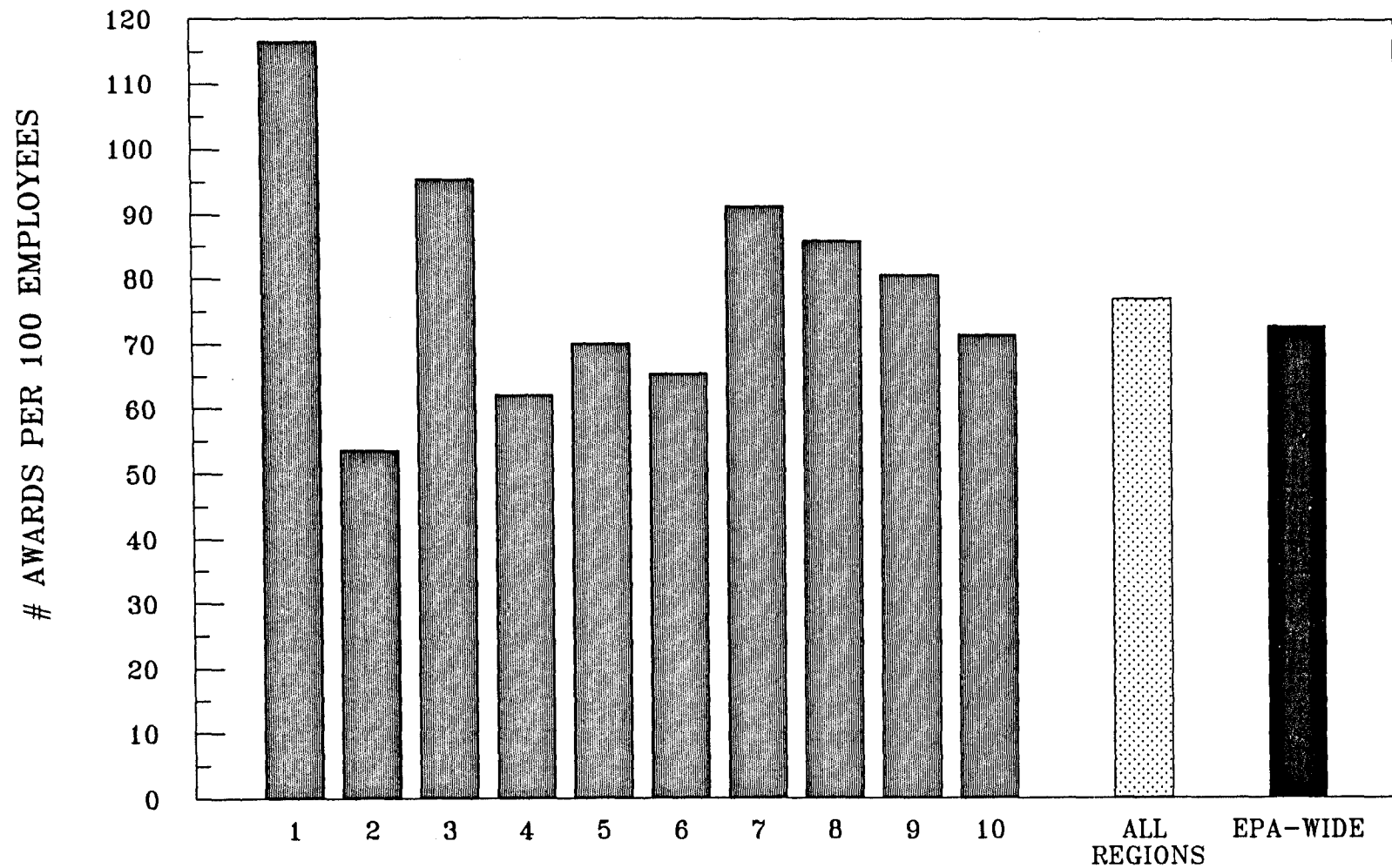
FY 1989 CASH AWARDS – BY AASHIP

Number of Awards per 100 Eligible Employees



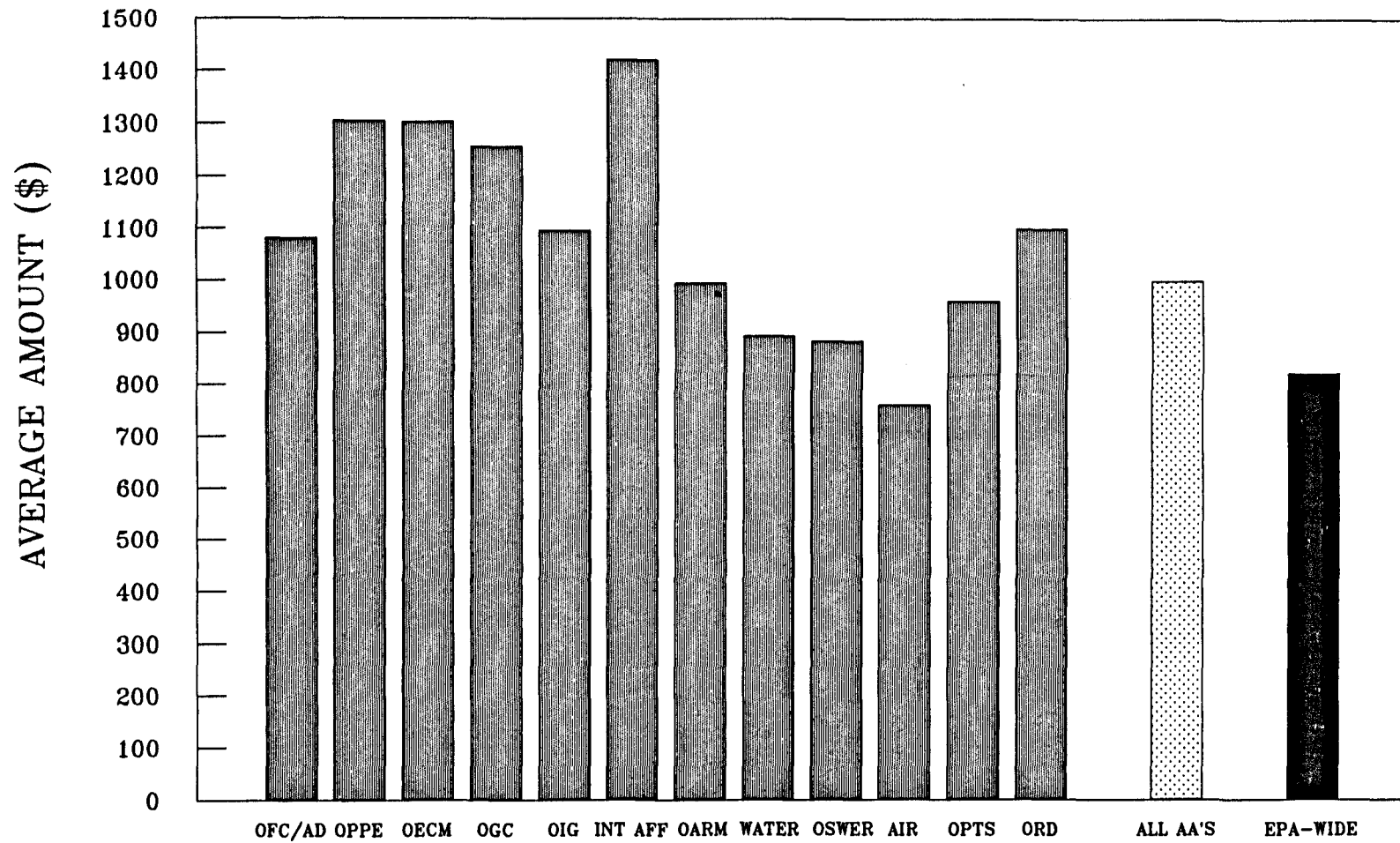
FY 1989 CASH AWARDS – BY REGION

Number of Awards per 100 Eligible Employees



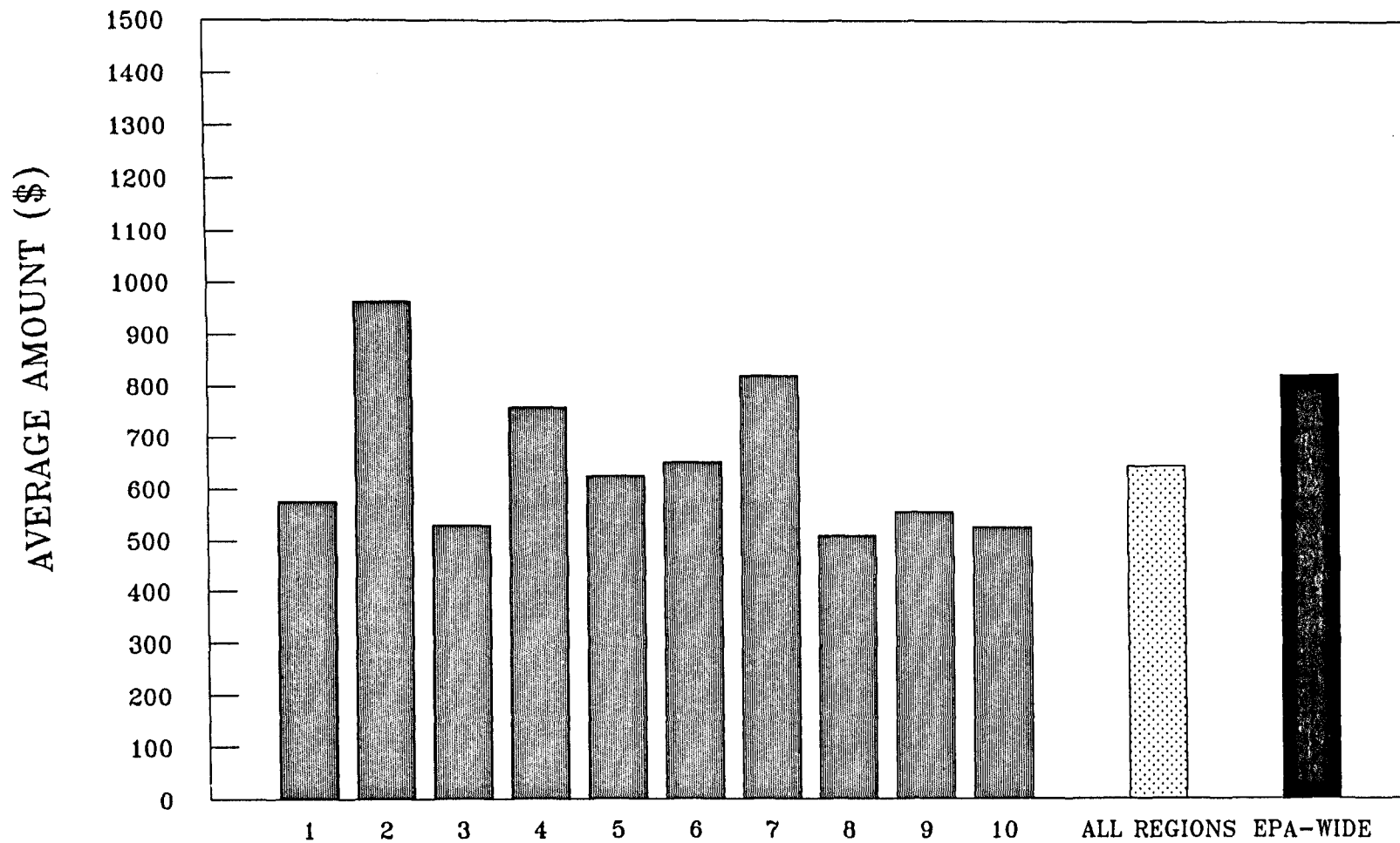
FY 1989 CASH AWARDS – BY AASHIP

Average Amount of Award

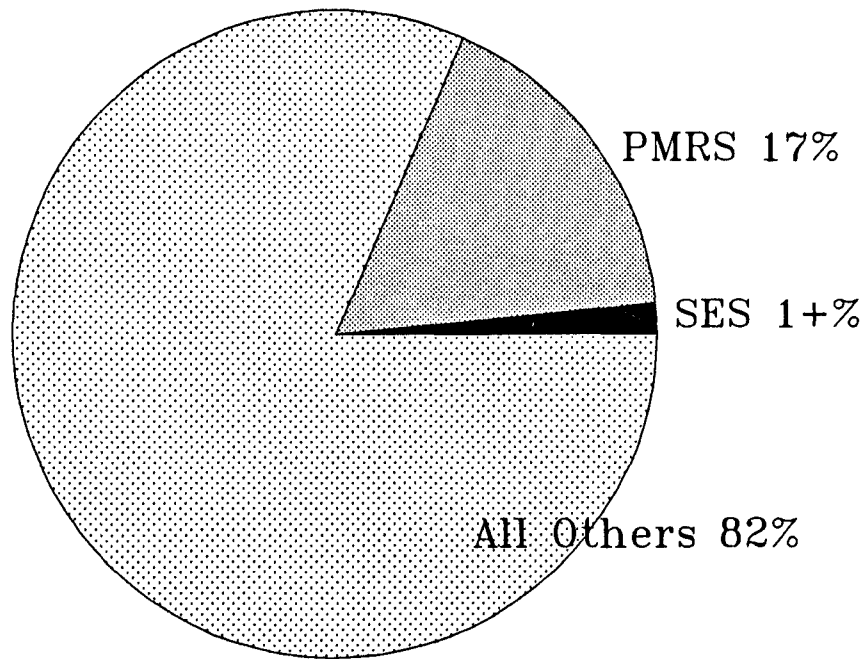


FY 1989 CASH AWARDS – BY REGION

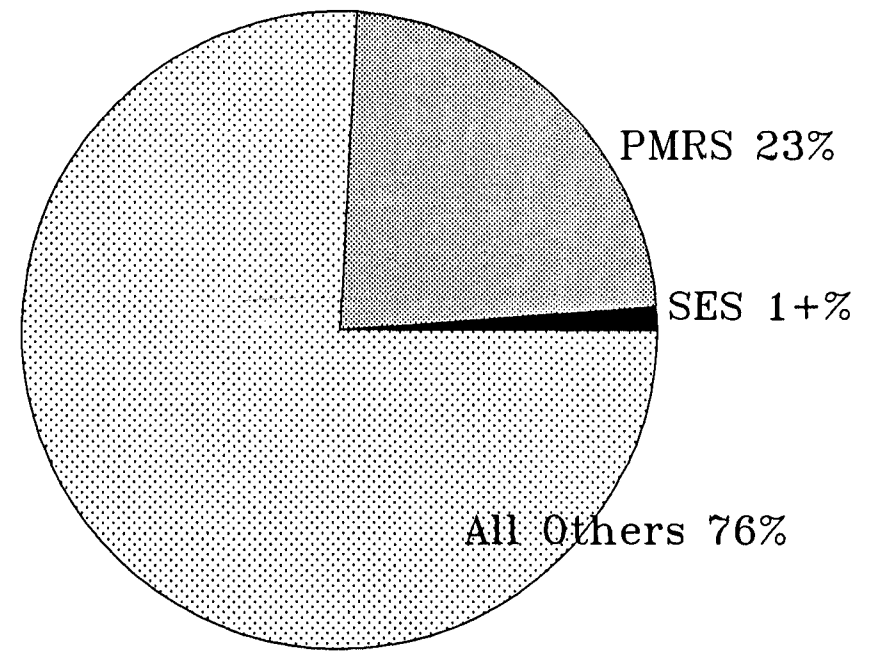
Average Amount of Award



PMRS employees received a higher percentage of cash awards, in proportion to their population.

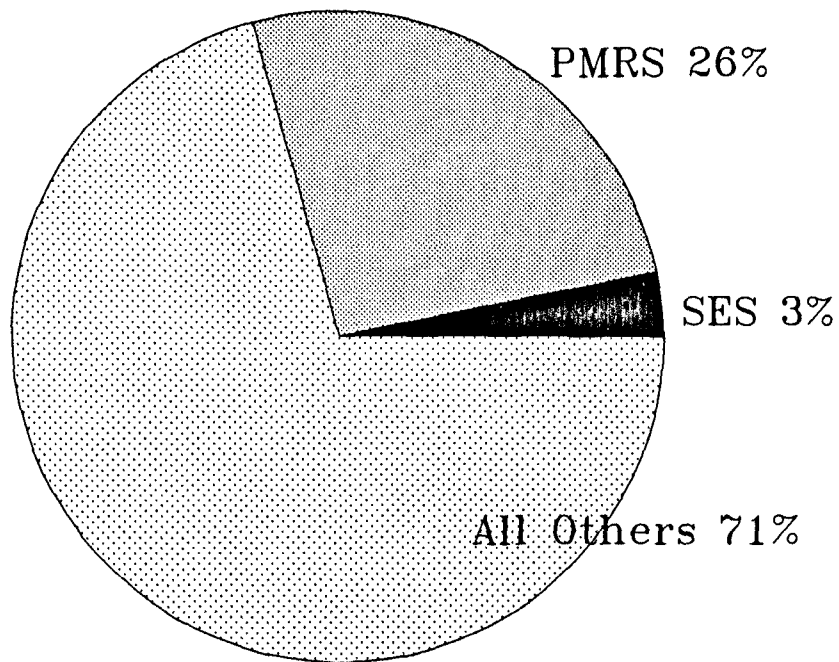


Number of Employees

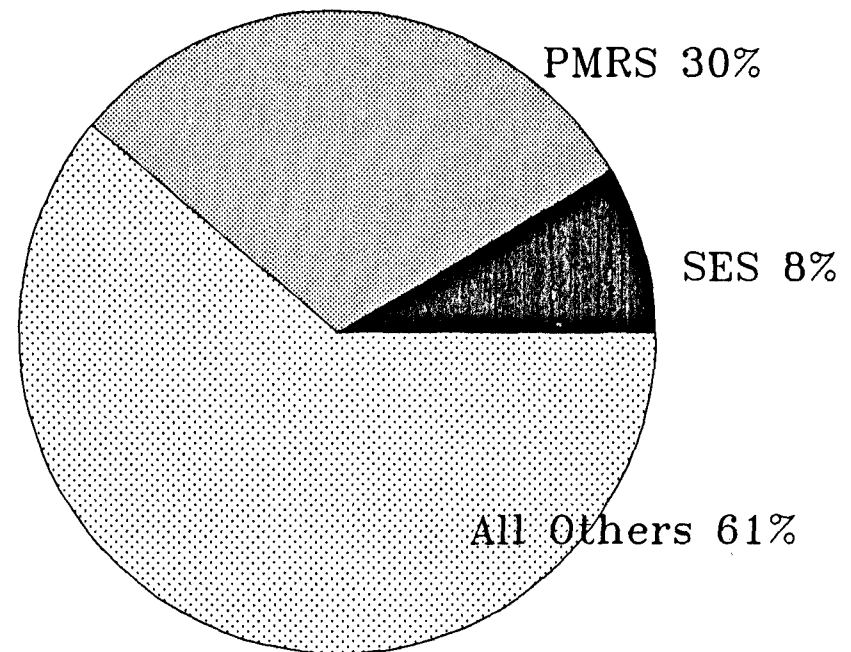


Number of Cash Awards

SES and PMRS employees received higher award amounts,
in proportion to their salaries.



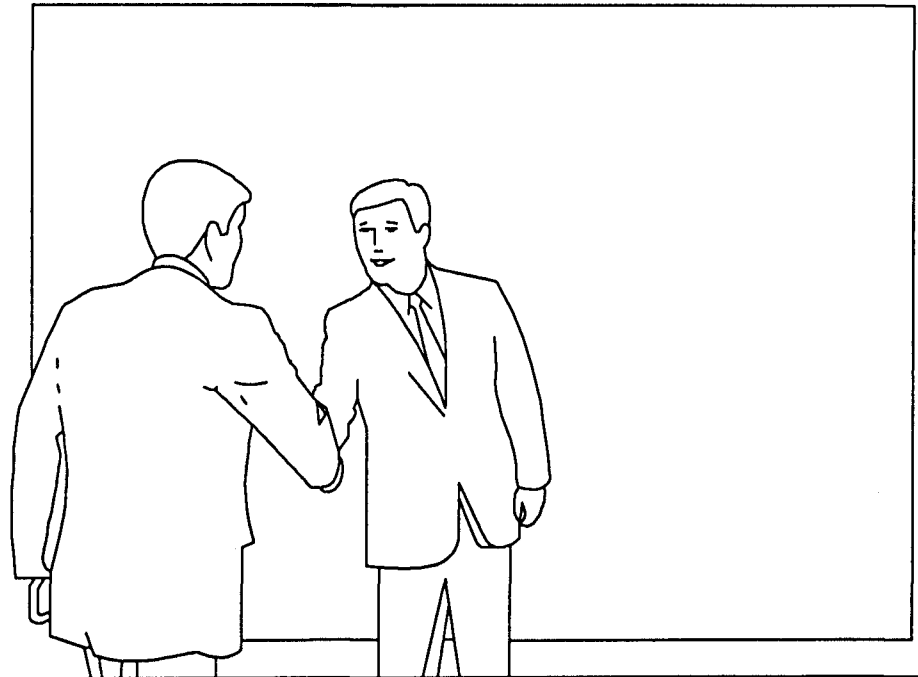
Total Salary Dollars



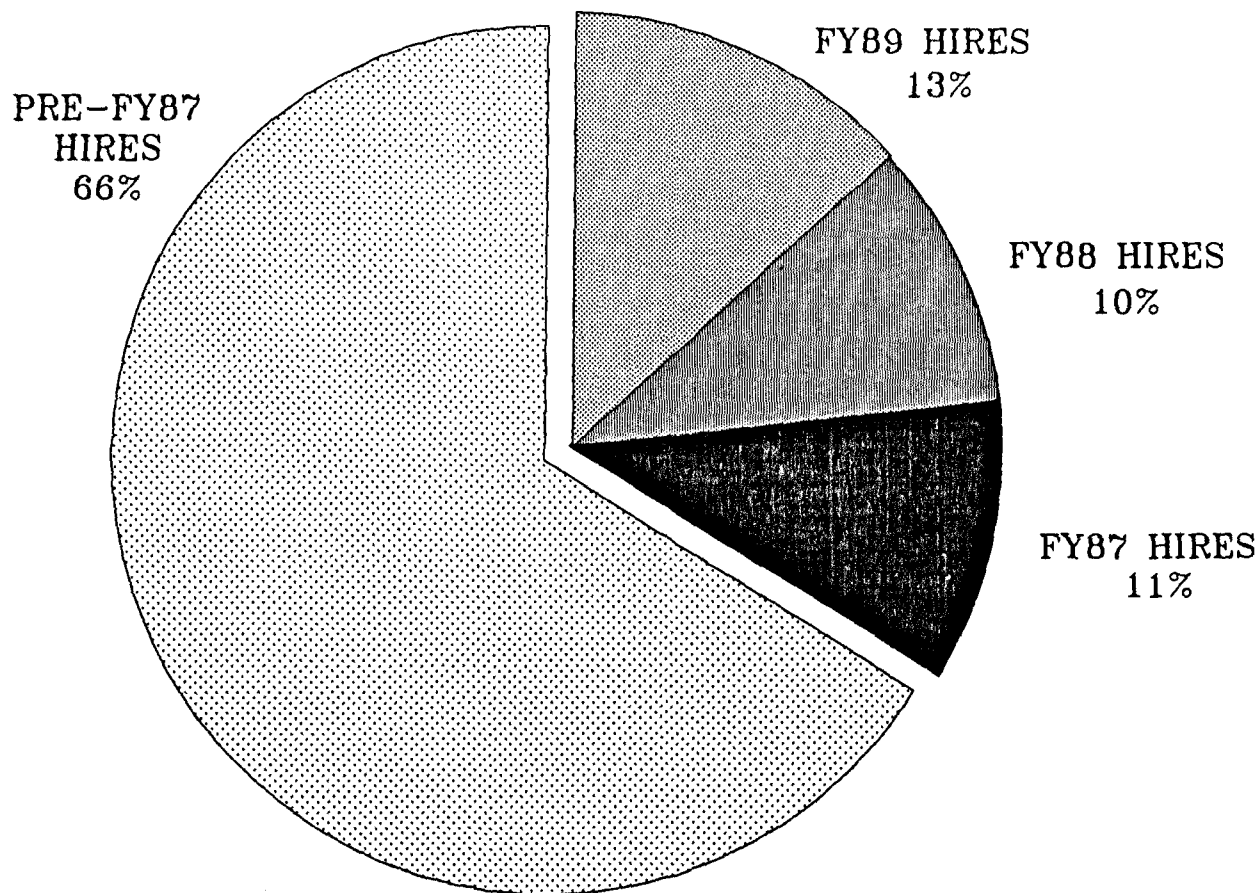
Award Dollars

Hiring Data

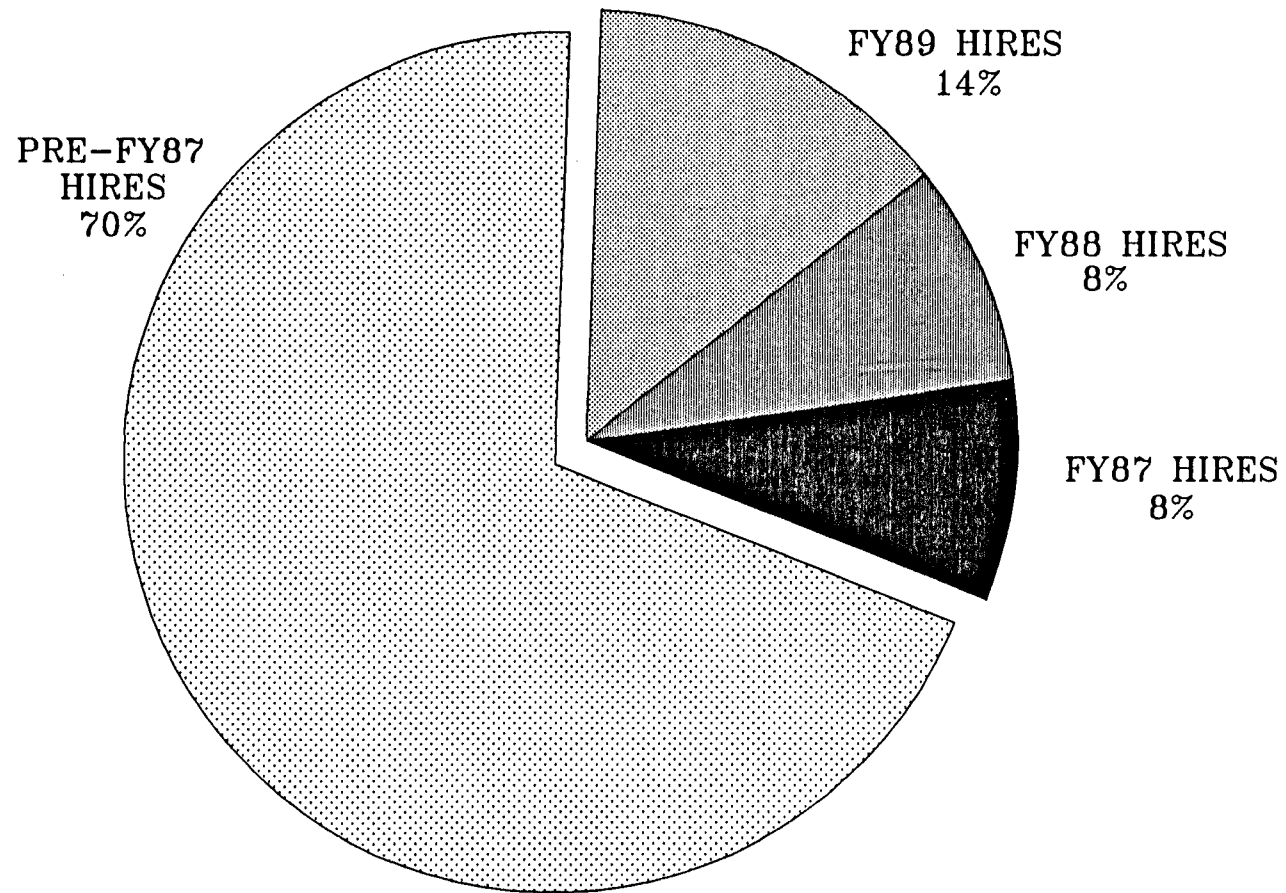
EPA is a growth Agency with a lot of new hires each year. More than one-third of EPA's workforce joined us in the past three years.



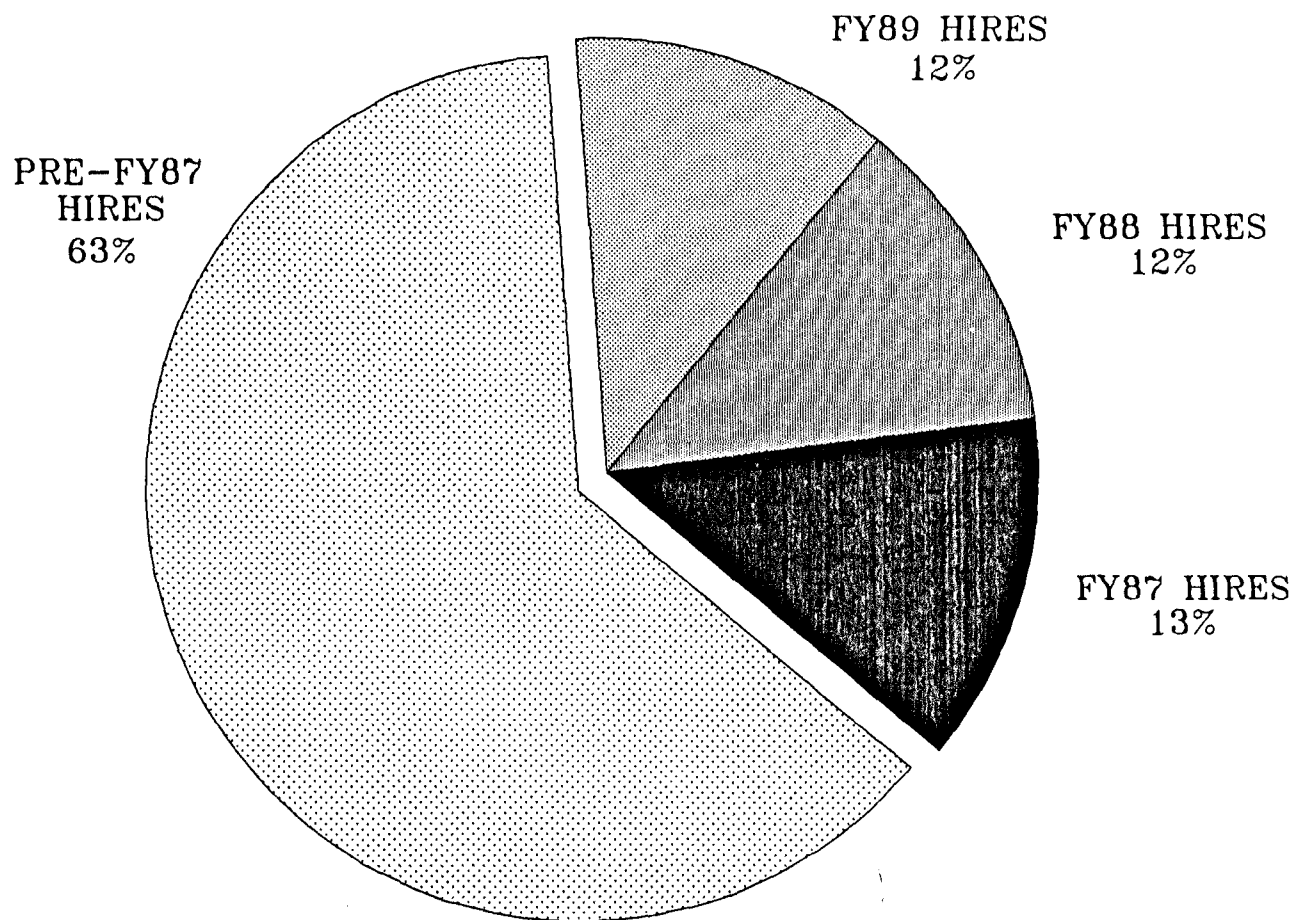
MORE THAN ONE-THIRD OF THE AGENCY HAS BEEN HIRED IN THE LAST THREE YEARS



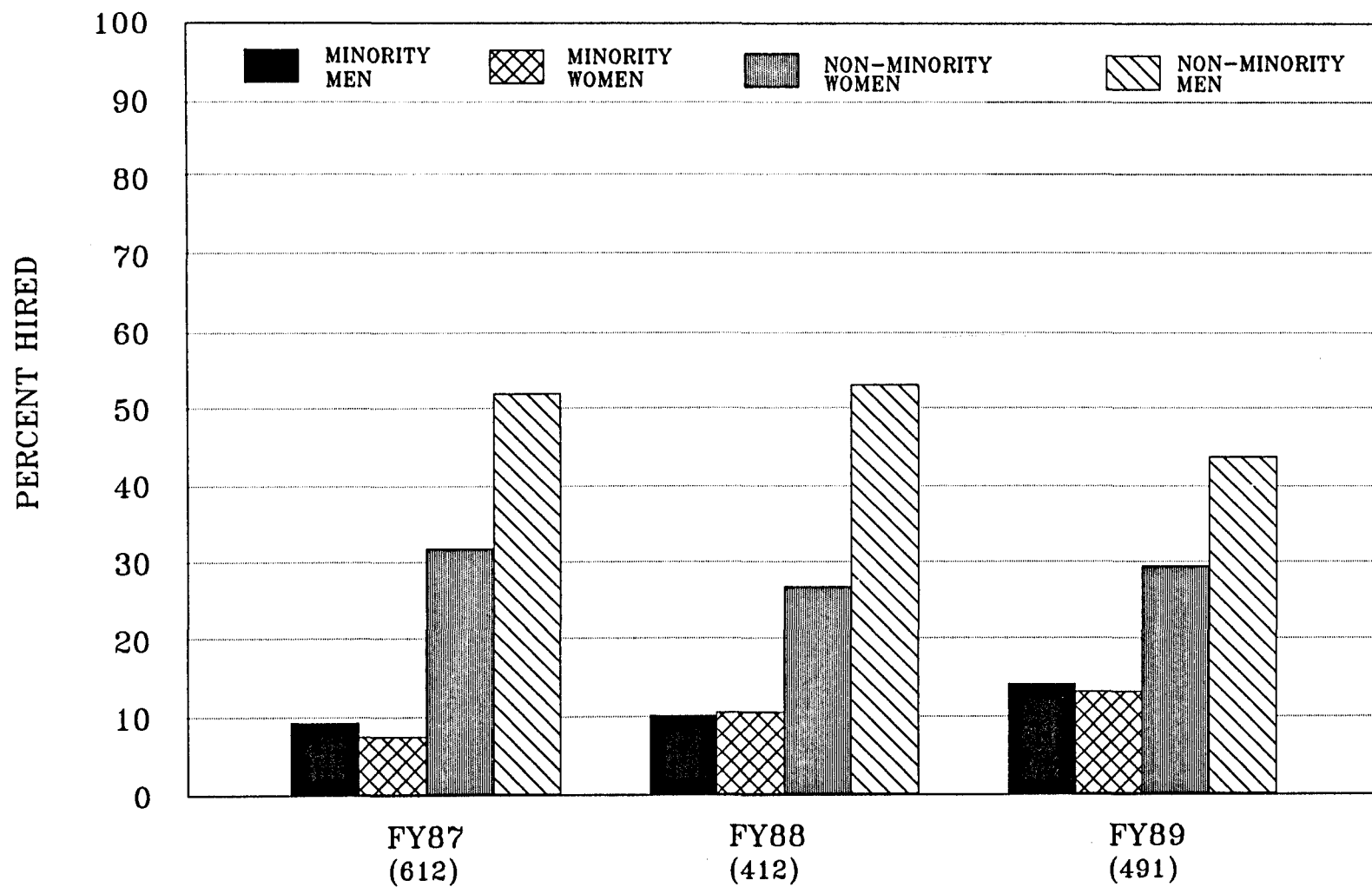
30% OF ALL THE AA EMPLOYEES
HAVE BEEN HIRED IN THE LAST THREE YEARS



37% OF ALL REGIONAL EMPLOYEES
HAVE BEEN HIRED IN THE LAST THREE YEARS

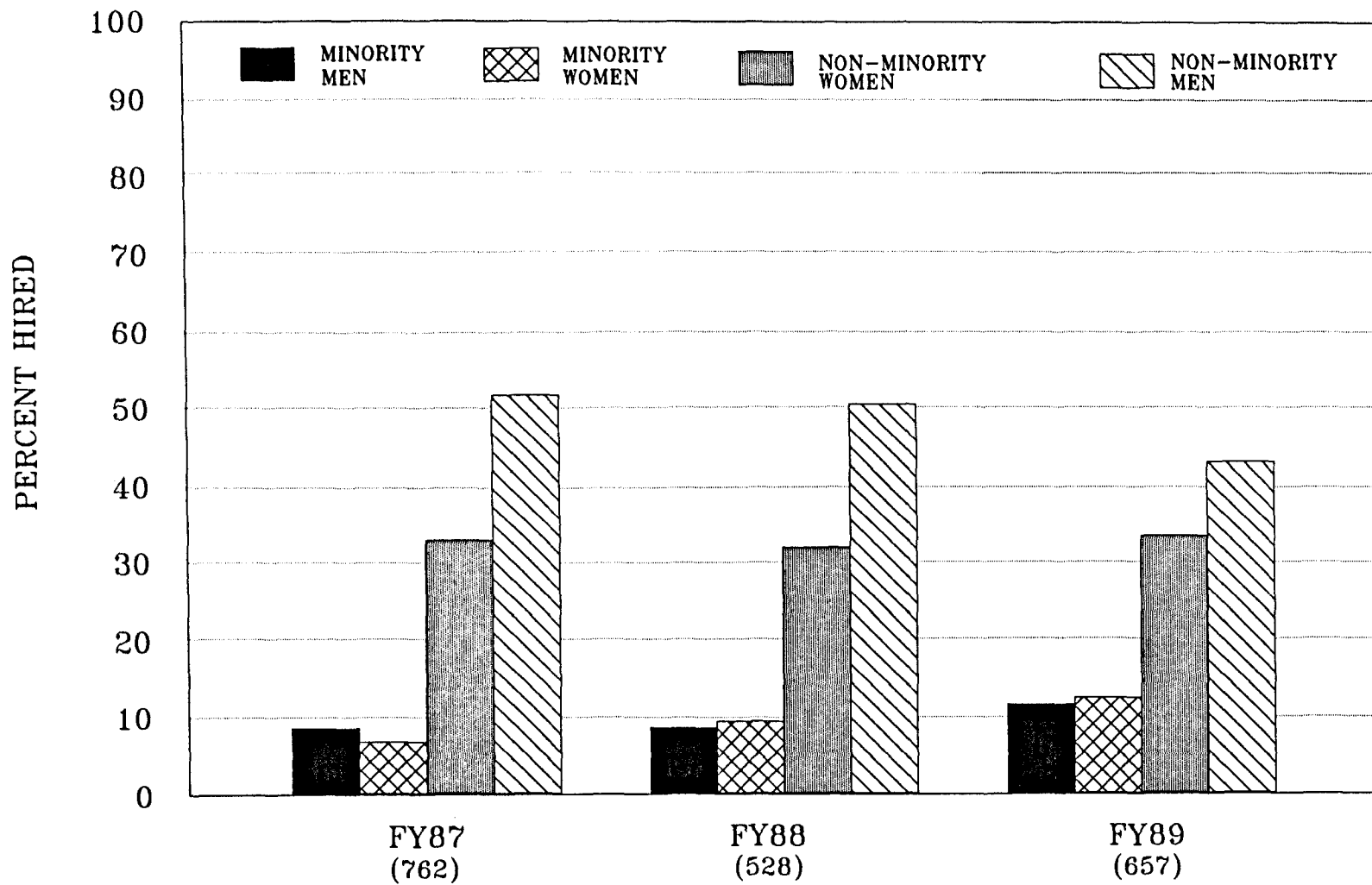


ACCESSIONS PROFESSIONAL SCI/ENGR WORKFORCE



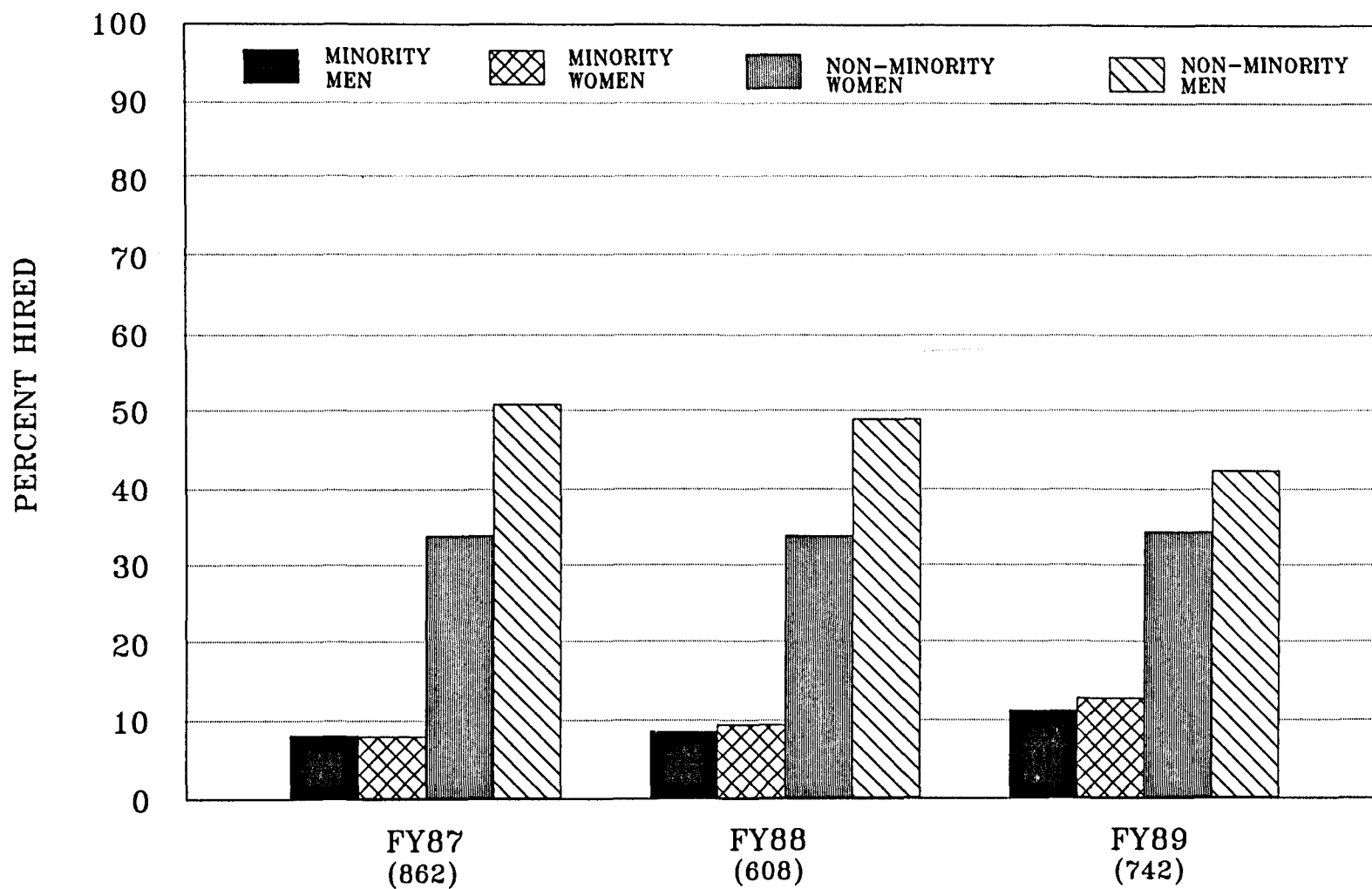
ACCESSIONS

PROFESSIONAL SCI/ENGR/EPS WORKFORCE



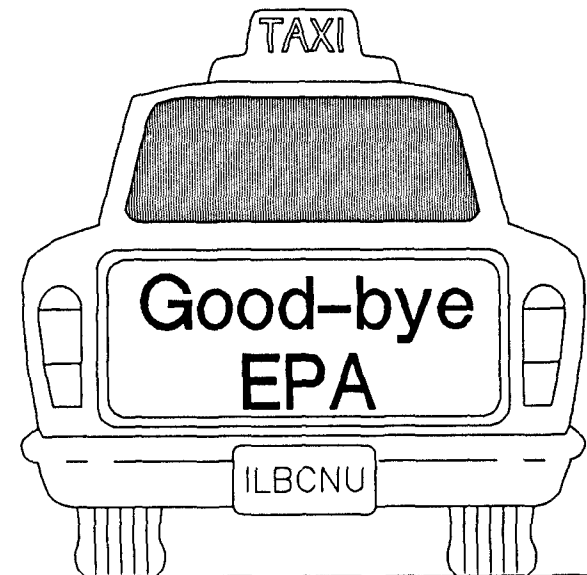
ACCESSIONS

PROFESSIONAL SCI/ENGR/EPS/ATTY WORKFORCE

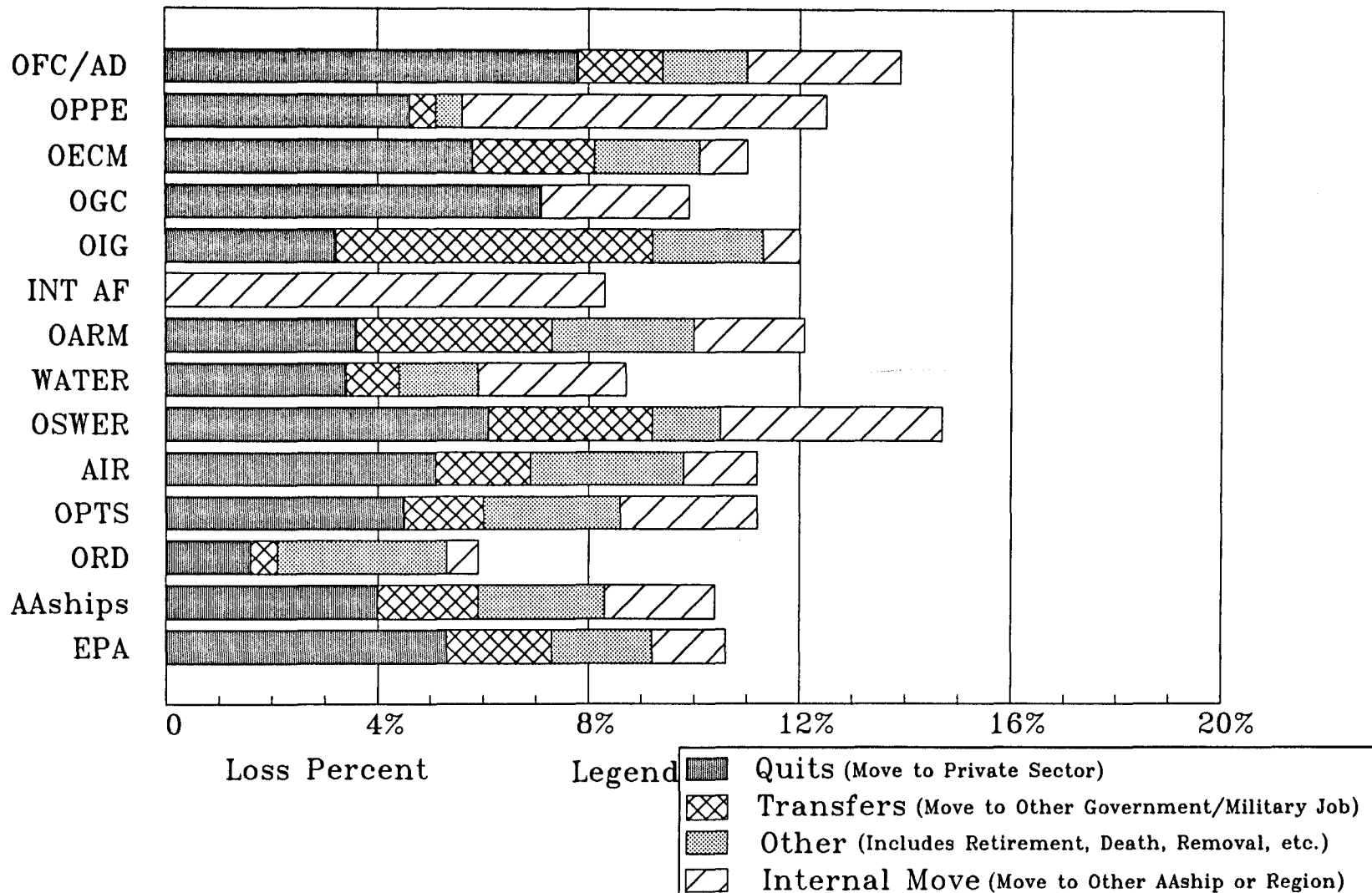


Turnover Data

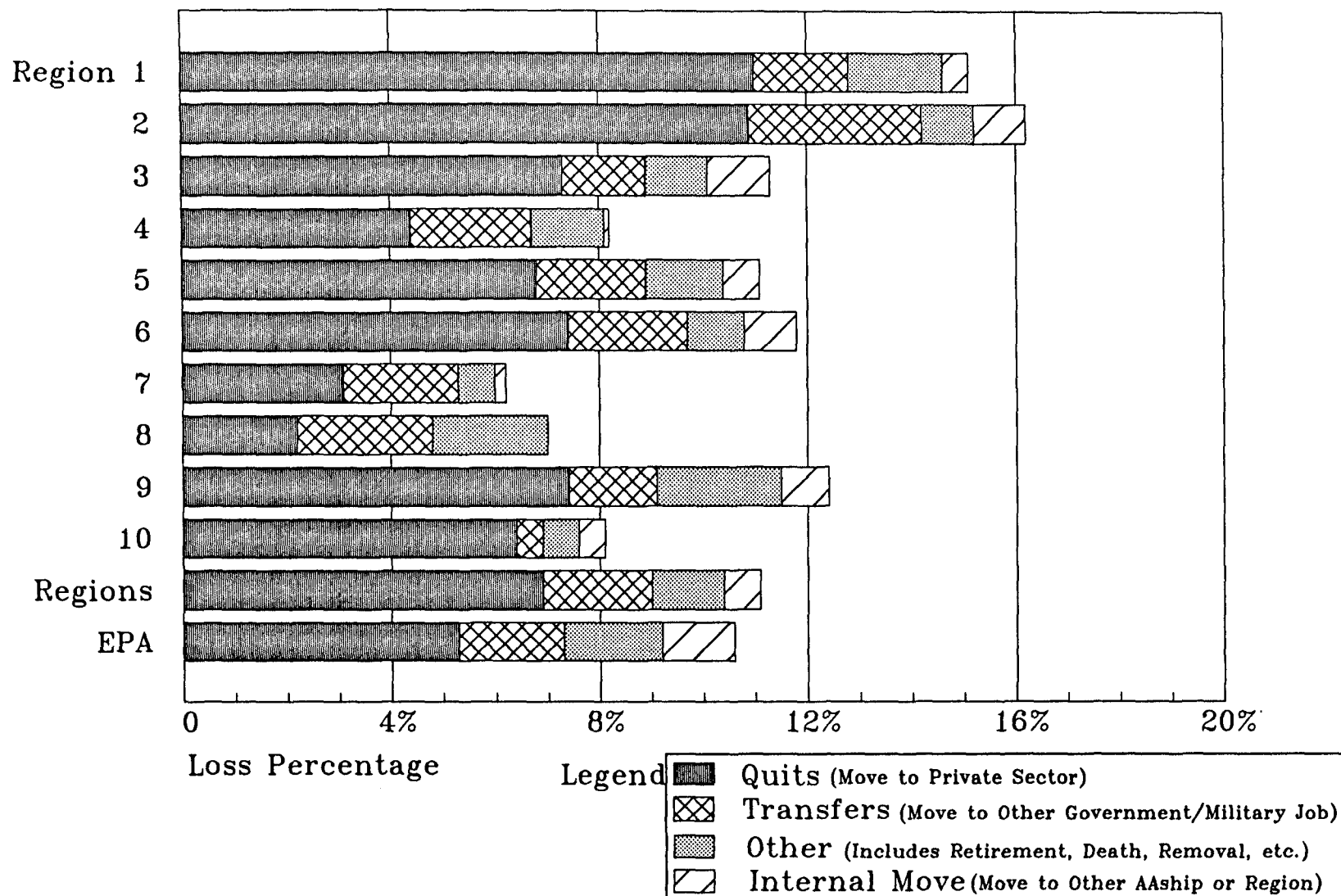
EPA's turnover rate (11%) is relatively low, compared to the government-wide average of 19%. However, there are wide fluctuations between Agency organizations.



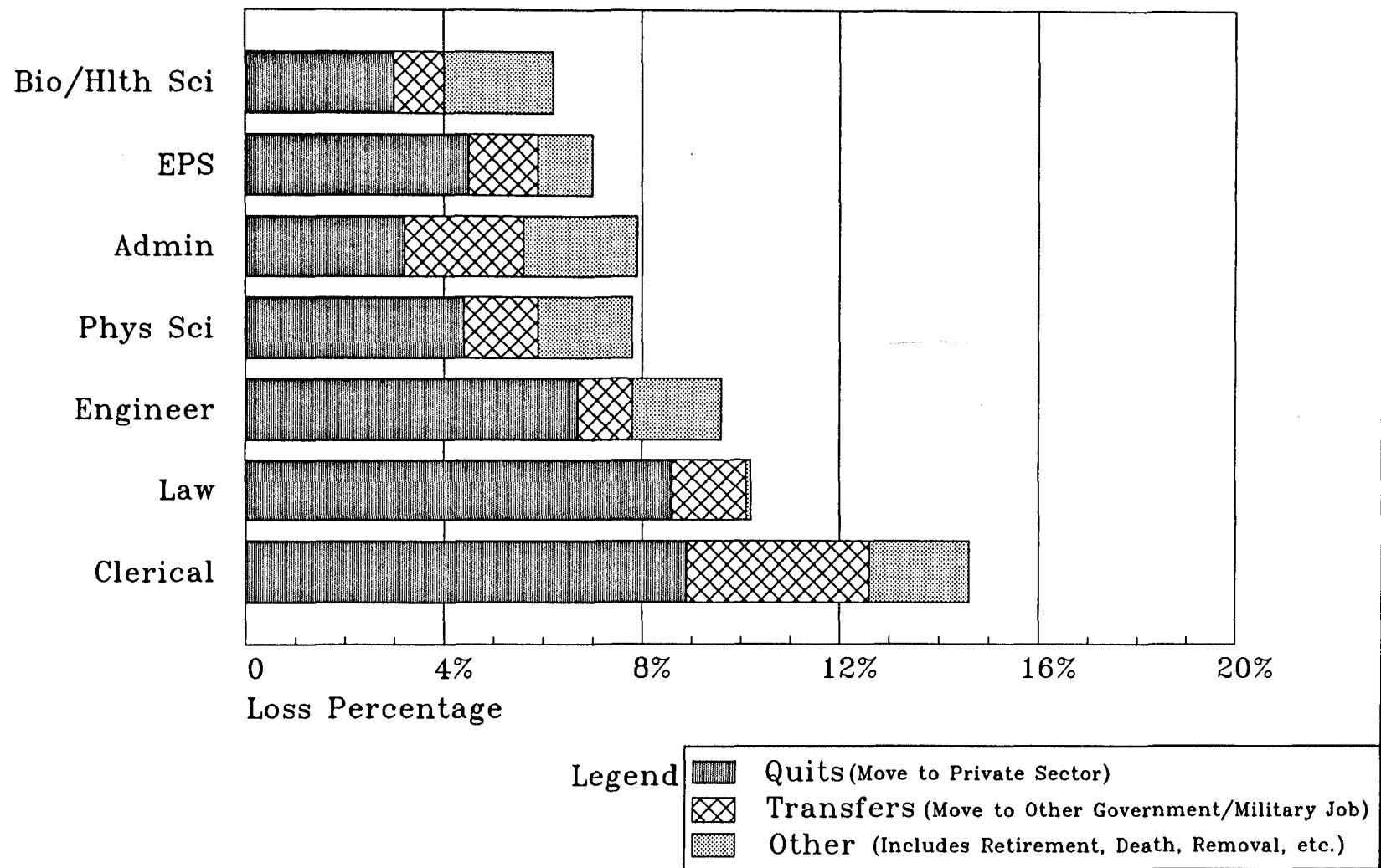
AAship Loss Percent for FY'89 Including Internal Movement Between Major Organizations



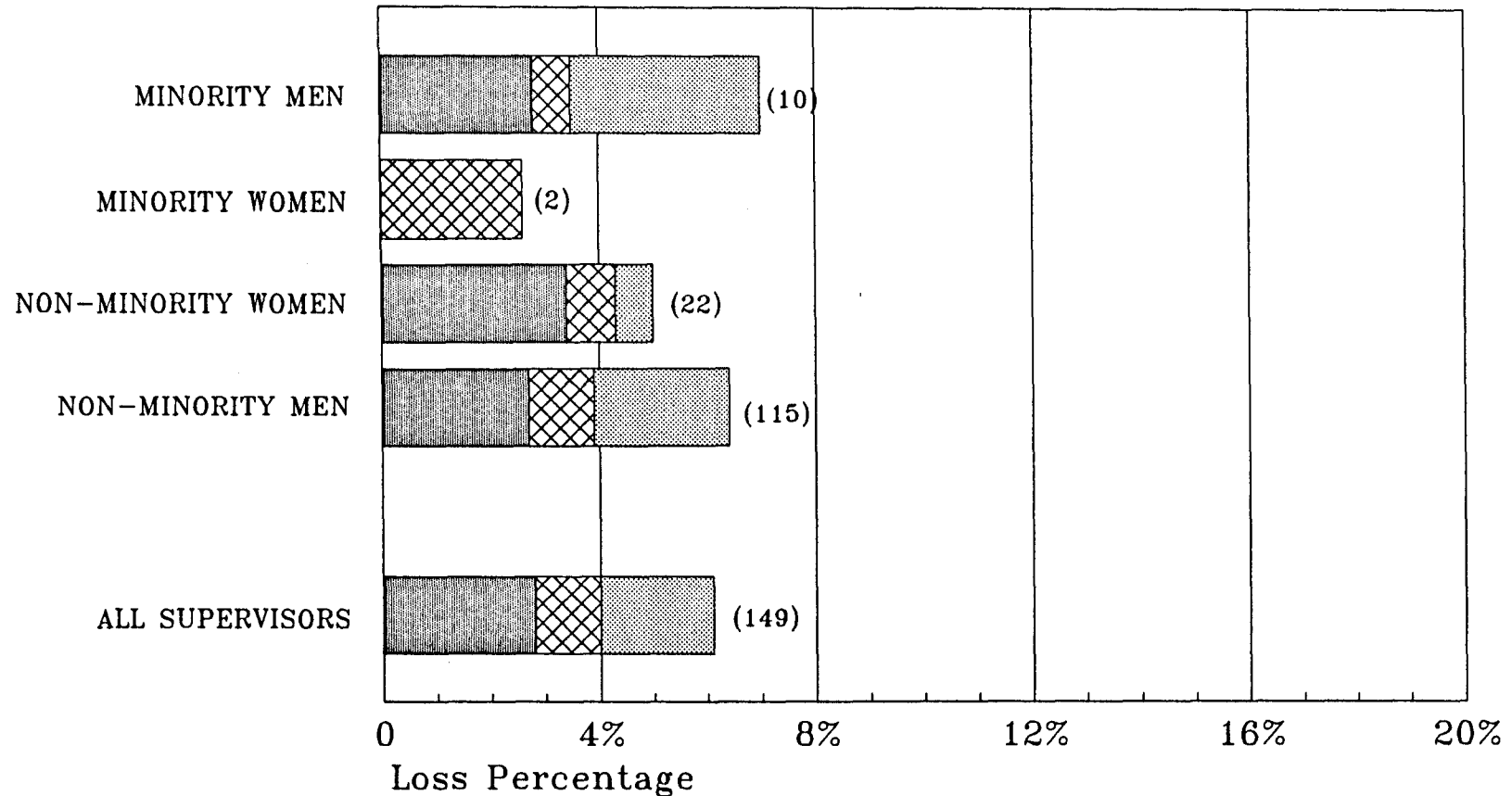
Regional Loss Percent for FY'89 Including Internal Movement Between Major Organizations



FY 1989 Losses From Major Occupation Groups As a Percent of Average FY'89 Employment



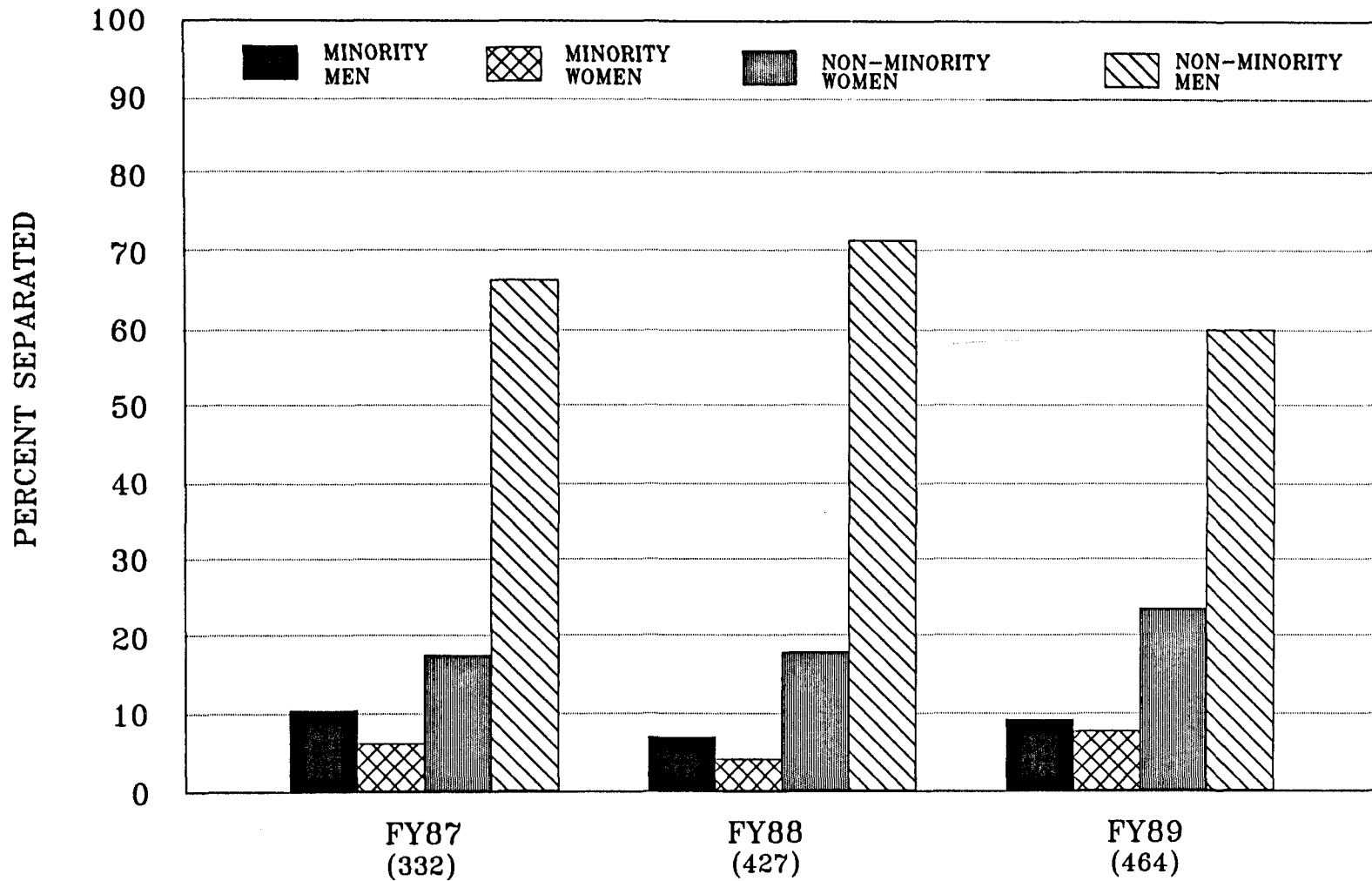
FY 1989 Losses From Supervisory Positions As a Percent of the Average FY'89 Supervisory Population of Each Group



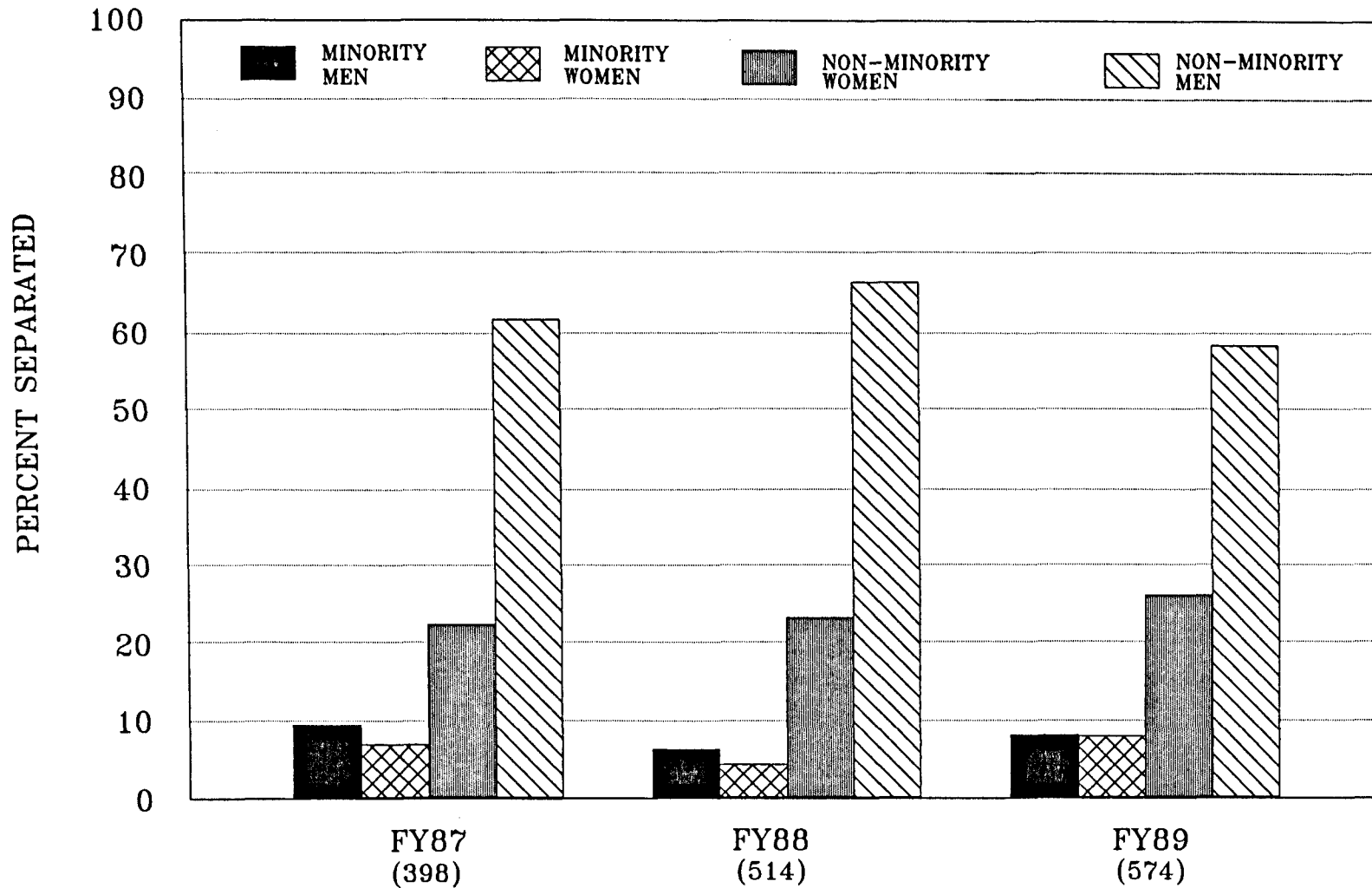
Legend

- Quits (Move to Private Sector)
- Transfers (Move to Other Government/Military Job)
- Other (Includes Retirement, Death, Removal, etc.)

SEPARATIONS PROFESSIONAL SCI/ENGR WORKFORCE

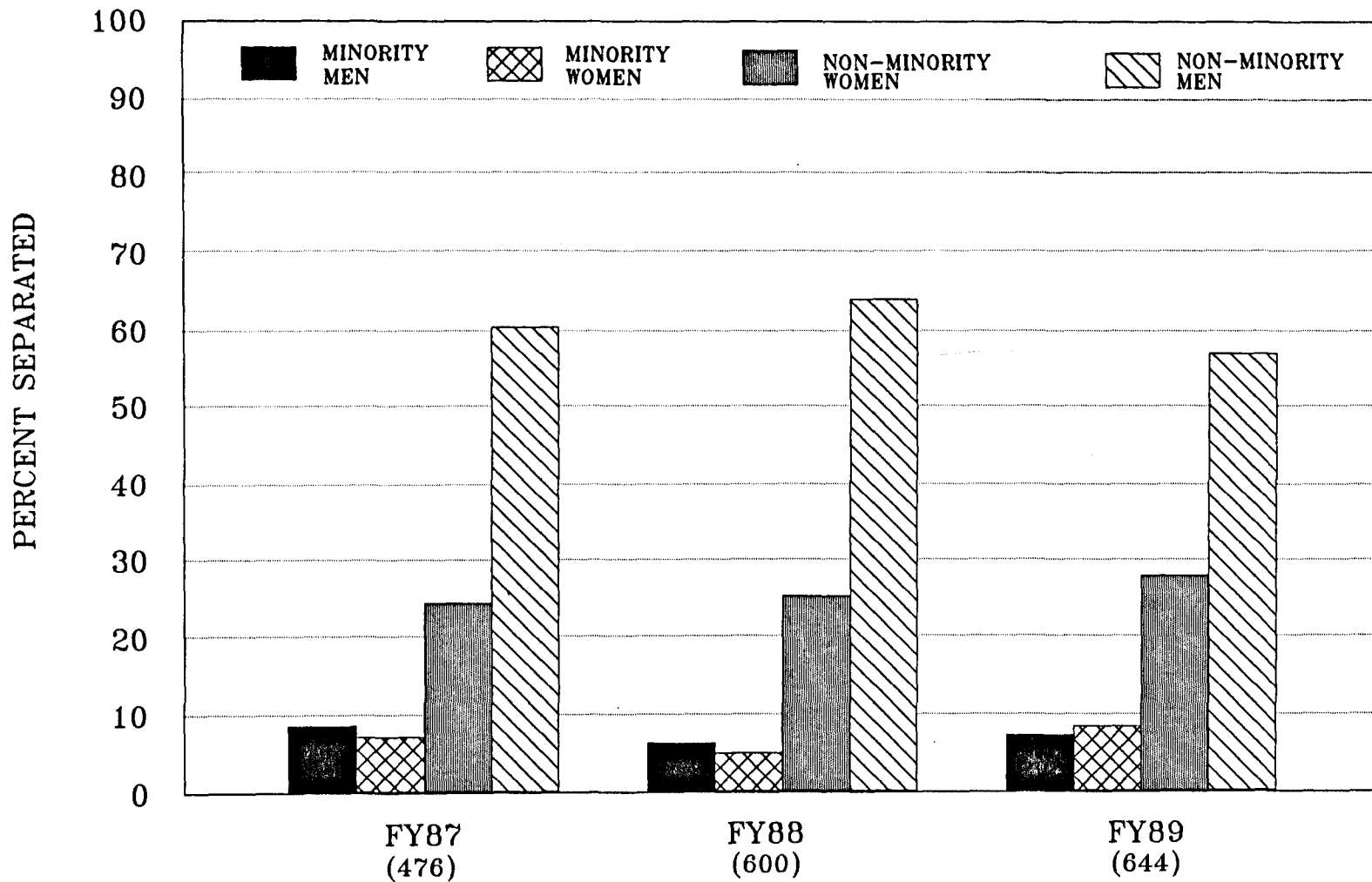


SEPARATIONS PROFESSIONAL SCI/ENGR/EPS WORKFORCE



SEPARATIONS

PROFESSIONAL SCI/ENGR/EPS/ATTY WORKFORCE



Acronyms

CAA	Clean Air Act
CERCLA	Comprehensive Environmental Response Compensation & Liability Act
CWA	Clean Water Act
FIFRA	Federal Insecticide, Fungicide and Rodenticide Act
FWPA	Federal Water Pollution Act
HSWA	Hazardous and Solid Waste Amendments of 1984
NEPA	National Environmental Policy Act
RCRA	Resource Conservation and Recovery Act
SARA	Superfund Amendment and Reauthorization Act of 1986
SDWA	Safe Drinking Water Act
TSCA	Toxic Substance Control Act